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2000

Annual Town Report

Needham, Massachusetts

RETIREMENTS

Sandra Anderson	School	26
Herbert Baker	Municipal Bldg Maintenance	10
Virginia Bayiates	Hospital	16
Lorraine Bielski	Hospital	11
Frances Bottero	School	20
Elaine Calabro	School	16
Jean Cusick	School	20
Doreen Embree	Hospital	24
Jeannette Hansford	School	15
Patricia Harris	School	32
William Harrison	Police	31
Dennis Hayes	Public Works	43
Armand Lavigne	Building	29
Joseph Leone	Public Works	21
Janet Muldoon	Police	28
Janet Robinson	School	20
Arlene VanPutten	School	18
Thomas Welch	Fire	35
Martha Weschrob	Hospital	15

IN MEMORIAM

Robert Barrus	Hospital	10
Clarence Bond	School	9
Jane Burgess	School	13
Bertha Darou	Hospital	13
Walter Fitzpatrick	Public Works	25
John Gill	Town	15
Wallace Gray	Fire	20
Henry Hinden	Library	18
Helen Kirkhuff	Hospital	8
Francis Montisano	School	11
Evelyn Murphy	Town	28
Domenic Nassise	School	16
Dorothy Neill	Hospital	8
Ursula Reddy	Hospital	9
Alan Shooshan	Public Works	31
Olive Sparkes	Police	21
John St.Pierre	Municipal Bldg Maintenance	23
Joseph Thorpe	Fire	39
Lillian Thwing	Hospital	6
Doris Wing	Library	25
Robert Wyness	Public Works	9

Town Report Committee . . . . . Jane A. Howard and Carl F. Valente
Photographer . . . . . David Rains
Special: Needham Spirit 2000...A Volunteer Experience . . . . . Jane A. Howard for the Millennium Committee

Appreciation is extended to the volunteers of Needham for contributing to the well-being of our community and providing information for this report, to Tia Hawkes, Executive Director of the Needham Community Council for the list of clubs, organizations and agencies relying upon volunteers, and to Camilla Broderick for her work on the Yellow Pages. Appreciation is also extended to Town Clerk, Theodora K. Eaton, her staff, the department heads, and committee chairs for their help with the reference section.

Cover Photo: "Welcome to Needham" sign erected at the corner of Dedham Avenue and South Street donated by the Needham Women's Club.

Needham Spirit 2000...a volunteer experience

"Needham Spirit 2000...a volunteer experience" was envisioned as a vehicle to document and recognize volunteer activities of our community in the year 2000. A committee of volunteers was created by the 1999 Annual Town Meeting to accomplish this goal. The following are just samples of the incredible volunteer activities that were carried out during the year.

Volunteer activities in Needham's schools were evident. The Newman School, working with TV25, the Boston Bruins, the Salvation Army and MASSCAP (Community Action), sponsored a program to collect winter coats. The students collected over 200 coats. They were cleaned, free of charge, at Anton's Cleaners and re-distributed in the greater Boston area to keep children warm all winter. The Newman PTC-PATCH Committee organized parent volunteers to present programs on historical figures to individual classrooms. This character program will become an annual event at the Newman. The Hillside School children volunteered to read participating in a project called "Y2Read." The goal was to read 2,000 books (about 5 per child) by March 2...Dr. Seuss' birthday. The birthday was celebrated with a huge cake designed and provided by Hillside parents. The Needham Area Home Learners certified 10 vernal pools. This assures protection against development in the areas surrounding the pools under the Wetland's Protection Act.

The League of Women Voters promoted their "Take a Friend to Vote" campaign in numerous ways hoping to encourage greater civic involvement and participation. Included in their activities were sending reminder postcards to graduating Needham High School seniors reminding them to register to vote, distributing bumper stickers, offering voter information at the Harvest Fair, and making presentations in the first grade classes hoping the message to vote would trickle up to parents and grandparents.

During National Library Week, the Needham Public Library held a "Food Not Fines" campaign. Residents were encouraged to bring in non-perishable food in lieu of fines for overdue library books. Residents not owing fines also contributed. Two pick up trucks were needed to transport the food collected to the Needham Community Council for their Food Pantry. The Newcomers Club of Needham also supported the Needham Community Council's Food Pantry through a $2500 donation raised at a service auction.

The Needham Youth Commission created a directory of volunteer opportunities in Needham. Both youths and adults were able to identify organizations who wanted or needed additional assistance and found ways to contribute many hours of volunteer service to town departments and non-profit organizations within the community

The Needham Historical Commission has created "the Hidden Parks of Needham", a brochure describing neighborhood parks and public fields within the Town.

Needham Library volunteers transported two pick up trucks full of of non-perishable food to the Needham Community Council's Food Pantry in their Food Not Fines program.

Deaconess-Glover Hospital embarked on "Healthy Needham 2000". 2000 residents were enlisted, each committing to making at least one wellness-driven lifestyle change in the year 2000.

The Needham Community Council promoted their English as a Second Language program and trained volunteer tutors and matched them up, one on one, with students.

The Needham Youth Hockey Association sponsored two youth hockey tournaments in February and March 2000 recognizing the history and accomplishments of this program in the community. A program book honoring youth hockey and its contributors was created and distributed to participants.

The Needham Women's Club produced the "Welcome to Needham" sign which has been erected on Dedham Avenue at South Street displaying the Town's official flower (the pansy) as well as the date of Incorporation.

The Exchange Club of Needham donated a new scoreboard to Memorial Park. The dedication was held on July 4, 2000.

The Needham Lions Club, through its charitable fund-raising efforts, provided Andy Wise, a Needham resident born with spina-bifida, with a sports wheel chair. It is custom fitted to his size and special needs and will enhance his ability to continue to develop his athletic skills and compete in athletic programs.

The Retired Men's Club of Needham raised funds and replaced the American flag at Needham High School. The flag "is to honor all Needham citizens who, in any way throughout our history, contributed toward securing and assuring the freedom of our country."

Women's American ORT sponsored Artworks, a fine quality, contemporary, juried craft show to mark the year 2000 in Needham.

The Needham Art Association, through the Needham Adult Education program, offered an 8 week workshop and critique session to artists of all abilities in the community. Artists were encouraged to work in their own medium each week, using their own supplies. During the last 30 minutes of each session, an artist- member of the association conducted a critique discussion of the work.

The Needham Historical Society, proposed the selection, by the Needham Board of Selectmen, of Senator Leslie B. Cutler as Needham's Citizen of the Century. Following the research and numerous interviews, the Society presented a program in Sen. Cutler's honor. In October, the State Legislature declared Leslie B. Cutler Day which was marked by a ceremony and an exhibit at the State House.

The Korean War Memorial Semicentennial Committee raised the needed funds to create the Korean War Memorial which was dedicated at Memorial Park on June 25, 2000.

Individuals and businesses also participated in the project. Bill Gallagher sponsored the Y2K5K Fun Run on January 1, 2000 and Condon Realty provided Needham with a "Welcome to Needham Center" sign.

Needham's residents continue to volunteer at many levels. The list of the many Town committees and members included in the Reference Section of this report is an indication of many ways residents are volunteering and making valuable contributions to our community. The list of clubs and organizations relying upon volunteers as provided by the Needham Community Council and included on the inside back cover of this Report is an example of other ways residents can and do contribute toward improving the quality of life in our community. New volunteers are always welcomed to all of these committees and organizations. Needham residents are encouraged to join in the Needham Spirit 2000...our community's volunteer experience and continue this spirit into the third millennium.

increase was largely driven by higher MWRA water charges for the period when the new water treatment facility was being constructed, and a reduction in collections from some large system users. The Selectmen approved a cable licence for RCN, fostering competition for cable, phone and Internet services in Needham.

Personnel Administration: There were a number of accomplishments during the year. The Personnel Department worked closely with the Personnel Board to redraft the Personnel By-law. This project was approved by the 2000 Annual Town Meeting. The Department also conducted and completed negotiations with two employee unions; coordinated a classification and compensation analysis of public works titles; coordinated the redrafting of more than 20 personnel policies in light of the new By-law; promulgated a revised Affirmative Action Plan and Non-Discrimination Policy; implemented a safety manual and coordinated safety training for 130 public works and custodial employees.

FY'01 FORECAST

The primary issues and objectives for FY2001 include:

1. The Board of Selectmen continues to devote considerable time to examine ways of balancing the Town's limited growth in revenues with the increasing demands for services. Managing the Town's limited financial resources is complicated in light of education reform, limited increases in State aid, and projected increases in fixed costs, MBTA assessments, and general Town and school operations. The Town's ability to provide for the health, safety and educational needs of residents will be a key issue, even given current economic conditions.

2. A key decision facing the Selectmen and the Town relates to the renovation and expansion of Town Facilities. In 1997, the Board of Selectmen created the Comprehensive Facility Study Committee to evaluate Town facilities and to make recommendations regarding the need to renovate and expand these facilities. $125,000 was appropriated for this work. The first phase of the Facility Plan has been implemented with the funding of the Broadmeadow School renovation and expansion project, new Eliot School project and High School repair projects. The Selectmen have begun evaluating the next group of facility projects, including the Library expansion, new Senior Center and Rosemary Pool projects. In future years, the Selectmen will be proposing to Town Meeting a number of other building projects including the Town Hall, DPW building, School Administration and other school projects. The Town's willingness and ability to fund these critical building projects will be a primary issue for the Selectmen during the year.

3. At the request of a citizens petition, the Board created a committee to study whether the Town should have a noise by-law.

4. The Board will continue to study the adequacy of staffing in those departments under its jurisdiction.

5. Among the organizational issues being evaluated by the Board is the structure of the Municipal Building Maintenance Board and whether it can be reorganized so that building projects are more closely coordinated with the Permanent Public Building Committee.

6. The Board will propose a Home Rule Petition seeking Town and State legislative approval to allow the sale of wine and malt beverages in restaurants with fewer than 100 seats.

7. The Board will commission an actuarial study of the Town's employee post-retirement health benefits liability and will propose a funding plan for this liability.

8. Staff will be negotiating new collective bargaining contracts with four general government bargaining units.

9. In cooperation with the Personnel Board, a classification and compensation analysis of the general government administrative employees will be conducted.

10. The Town Administrator is working with other communities in the Metrowest area to create a regional purchasing cooperative. This program should be in place by the beginning of 2001.

11. Undertake a trial program to expand the Town's downtown snow removal program.

12. Through the Economic Development Advisory Committee, the Board is continuing to study ways to streamline the Town's permitting process.

13. Though the CATV Committee, a new cable license will be negotiated with A T & T.

14. Work with a volunteer committee on improving the Town Common and other public space in the downtown area.

15. Participate in the Planning Board's New England Business Center zoning study. The Selectmen will be paying particular attention on traffic mitigation issues.

16. Continue to develop a five-year revenue and expenditure forecast to assist the Board and Finance Committee in long range financial planning.

ACKNOWLEDGMENTS

The Board of Selectmen wishes to thank the Town staff and the many citizens, volunteers, committee members and others whose invaluable contribution of time, energy and talent makes it possible for Needham to maintain a well-managed, civic-minded community. At the end of this Annual Report you will find a list of the many individuals who have served the Town this past year. Residents wishing to volunteer for any board or committee appointed by the Selectmen should send a letter of interest to the Selectmen's Office at Town Hall.

TOWN CLERK

Theodora K. Eaton

The Office of the Town Clerk can be compared to a hub about which the wheel of local government revolves. The spokes of the wheel represent the various boards, departments and committees within the government to which the Town Clerk relates in a direct way. The rim of the wheel represents the many segments of local, State and Federal Government from which many of the Town Clerk's official duties and responsibilities stem.

The official duties and responsibilities of the Town Clerk are spelled out in over 73 Chapters and 400 sections of the Massachusetts General Laws as well as local Town By-Laws. Those pertaining to Elections and Town Meeting are the most complex with amendments to the State statutes made yearly. The Town Clerk is the official record keeper for the town and records all official business conducted at Town Meetings and elections, both of which are recorded in the Annual Town Clerk's Records. Planning Board and Board of Appeals decisions, vital statistics, business certificates, federal and state tax liens, Uniform Commercial Code filings, Fish & Game Licenses, gasoline licenses, dog licenses , and passport applications - to name a few - are all recorded in the Town Clerk's Office.

During FY2000, the following elections and Town Meetings were held:

Special Town Meeting

Monday, November 15, 1999

Presidential Primary

Tuesday, March 7, 2000

Annual Town Election

Monday, April 10, 2000

Two Precinct Elections

(To Break Tie Votes in Precincts D and I for write-in candidates for Town Meeting Member)

Tuesday, April 18, 2000

Two Precinct Elections

(To Break Tie Votes in Precincts B and D for write-in candidates for Town Meeting Member)

Monday, May 1, 2000

Annual Town Meeting

Monday, May 1, 2000

Special Town Meeting

Monday, May 8, 2000

The Special Town Meeting in November disposed of 16 articles in one session. The Annual Town Meeting in May disposed of 81 articles in five sessions, and the Special Town Meeting within the Annual Town Meeting disposed of 12 articles.

Budgetary Data		No. of Employees	
Personal Services	$93,495	Full Time	3
Purchase of Service	4,310.	Part Time	0
Expenses	2,905.		
	$100,710.		

FY'00 HIGHLIGHTS:

The Town Clerk's Office was officially designated as a Passport Application Acceptance Agency by the U. S. Department of State on July 8, 1999. Staff members completed the required training session and the office began accepting passport applications the week of August 23rd which, hopefully, will be an additional revenue source for the Town. In addition, we continue to make the State's Voter Registration Information System (VRIS) more user friendly by developing frequently requested reports from the expanded census extract. There were two elections in Fiscal Year 2000 - the Presidential Primary and the Annual Town Election - which kept everyone in the Town Clerk's Office on their toes this past Spring. The restoration and preservation project of the Town's public records dating back to the early 1700's continues with two additional volumes scheduled for completion in the Fall of 2000.

The following statistics were compiled during Fiscal Year 2000:

VITAL STATISTICS

Births to Residents:

7/1/99 - 12/31/99	173
1/1/00 - 6/30/00	195
Total Needham Births	368

Deaths:	Residents	Non-Residents
7/1/99- 12/31/99	152	81
1/1/00 - 6/30/00	147	90
	299	171

Total Deaths Recorded: 470

Marriages:

7/1/99 - 12/31/99	93
1/1/00 - 6/30/00	53
Total Marriages Recorded:	146

Fish and Game Licenses Issued:
7/1/99 - 6/30/00

Class F1 -	Resident Fishing	180
Class F2 -	Resident Minor Fishing *(Age 15-17)*	5
Class F3 -	Resident Fishing *(Age 65 - 69)*	12
Class F4 -	Resident Fishing *(Age 70 or over or paraplegic, blind, mentally retarded)*	33
Class F6 -	Non-Resident Fishing	1
Class F7 -	Non-Resident Fishing (3 Day)	1
Class F8 -	Resident Fishing (3 Day)	0
Class F9 -	Non-Resident Citizen Minor *(Age 15 to 17)*	0
Class F10 -	Quabbin One Day Fishing *(Quabbin only)* *(No land stamp required)*	0
Class H1 -	Resident Citizen Hunting	46
Class H2 -	Resident Hunting *(Age 65 - 69)*	2
Class H3 -	Resident Hunting, Paraplegic	1
Class H4 -	Resident Alien Hunting	0
Class H5 -	Non-Resident Hunting, Big Game	0
Class H6 -	Non-Resident Hunting, Small Game	0
Class H7 -	Non-Resident Commercial Shooting Preserve (1 Day)	0
Class H8 -	Resident Citizen Minor Hunting *(Age 15-17)*	1
Class H9 -	Resident Commercial Shooting Preserve *(1 day)*	0
Class S1 -	Resident Sporting	40
Class S2 -	Resident Sporting *(Age 65 - 69)*	1
Class S3 -	Resident Sporting *(Age 70 or over)*	31
Class T1 -	Resident Trapping	3
Class T2 -	Resident Minor Trapping *(Age 12-17)*	0
Class T3 -	Resident Trapping *(Age 65-69)*	0
Class DF-	Duplicate Fishing	2
Class DH -	Duplicate Hunting	0
Class DS -	Duplicate Sporting	0
Class DT -	Duplicate Trapping	0
Class M1 -	Archery Stamp	27
Class M2 -	Massachusetts Waterfowl Stamps	18
Class M3 -	Primitive Firearms Stamp	14
Class W1 -	Wildlands Stamp, Resident	291
Class W2 -	Wildlands Stamp, Non-Resident	2
TOTAL		**714**

Paid to Division of
Fish & Game for Licenses: $8,724.50
Paid to Town Treasurer in Fees: 448.10

Dog Licenses Issued:
7/1/99 - 6/30/00

Male and Female Dogs @ $15.	198
Spayed and Neutered Dogs @ $10.	1758
Kennels @ $ 25.	23
Kennels @ $ 50.	6
Kennels @ $100.	2
Hearing Dogs - No Charge	0
Seeing Eye Dogs - No Charge	0
Transfers @ $1.00	4
Prior Years' Licenses	22
Replacement Licenses	26
TOTAL	**2039**

Paid to Town Treasurer for FY2000

Dog License Fees:	$21,895.00
Other License Fees:	33,411.00
Miscellaneous Fees:	53,714.63
Passport Application Fees:	2,430.00
Total Receipts for FY2000:	**$120,623.23**

The Town Clerk's Office is oriented to serve the public and is open daily from 8:30 A.M. until 5:00 P.M. Monday through Friday and from 7:30 P.M. until 9:00 P.M. on the second and fourth Tuesday evenings except for July and August when the office is open from 7:30 P.M. until 9:00 P.M. on the third Tuesday.

FY'01 FORECAST

This is the Presidential Election year and the Town Clerk's Office will experience the busiest Fall season in a four year period with the State Primary scheduled for September 19, 2000 and the State Election scheduled for November 7, 2000. In addition a Special Town Meeting is planned for November 13, 2000, the Annual Town Census for January 2001, the Annual Town Election for April 9, 2001, and the Annual Town Meeting begins on May 7, 2001. In addition to these elections and Town Meetings, the Town Clerk's Office has begun working on the computerization of the Town's Vital records - births, marriages, and deaths - a project that will be ongoing for many years. And last but not least, the restoration and preservation project will continue with the deacidification of the Town's public record volumes dating back to the early 1700s.

Book covers displayed as the Hillside School reached their "Y2K Read" goal of reading 2000 books.

GENERAL GOVERNMENT

BOARD OF REGISTRARS

John W. Day, Barbara Doyle, Mary J. Mc Carthy, Theodora K. Eaton

PURPOSE:

The Board of Registrars in a town is the counterpart of an Election Commission in a city and the Elections Division of the Office of the Secretary of the Commonwealth at the state level. The Board of Registrars is composed of four members, not more than two of whom may be members of the same political party.

The Town Clerk, by virtue of the office, is one of the four members of the Board and is responsible for executing the functions of the Board of Registrars including the conduct of elections and recounts, voter registration, compilation of the Annual Listing of Residents (Town Census), publication and circulation of the voting and street lists, certification of signatures on nomination papers and petitions, and recording Town Meeting attendance.

BUDGETARY DATA:

Budgetary Data		No. of Employees	
Personal Services	$57,773.	Full Time	1
Purchase of Service	16,550.	Part Time	4
Expenses	1,550.		
Canvassers & Tellers	14,546.		
	$ 90,419.		

FY'00 HIGHLIGHTS:

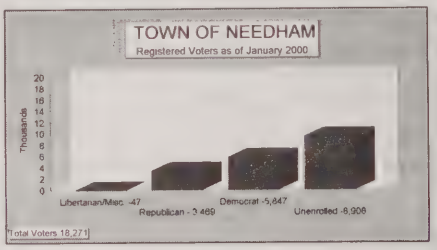
Voter turnout for the two elections in Fiscal Year 2000 was as follows:

March 7, 2000 Presidential Primary 7,911 (42.40%)

April 10, 2000 Annual Town Election 7,927 (39.94%)

The Annual Listing of Residents was conducted by mail again this year with 85% of the residents responding within the first month. Census follow-up was conducted via telephone and police visitation. Once again this year, a dog license applicaton was included in the census and was well received by dog owners. In accordance with Massachusetts General Laws a list of dog owners was also compiled.

Upon completion of the local listing, confirmation notices were sent to all those registered voters who were not reported as living in Needham on January 1st. Those voters who proved residence were reinstated; those voters who responded with notification of a residence outside of of Needham were removed from the Voting List; and those voters who did not respond to the confirmation notice were placed on the inactive voting list in compliance with the new Motor Voter Bill. Names were also removed because of death and other changes in voting status. Upon completion of the revision, the total number of registered voters was 18,271 plus 1,358 inactive voters.



FY'01 FORECAST

State Primary	- September 19, 2000
State Election	- November 7, 2000
Fall Special Town Meeting	- Proposed - November 13, 2000
Annual Town Census	- January 1, 2001
Annual Town Election	- April 9, 2001
Annual Town Meeting	- May 7, 2001

PERSONNEL BOARD

Richard Lunetta , Chairman, Richard Creem, John Dennis, Patricia Forde, Vivian Hsu

PURPOSE:

The Personnel Board is made up of five members appointed by the Town Moderator for a term of three years. Under Needham's Consolidated Personnel By-Law, the Board is charged with maintaining the personnel system of the Town through annual formulation of a classification and compensation plan, institution of staffing controls, establishment of recruitment standards, and adjudication of personnel grievances. In addition, the Board promulgates administrative orders to further the purposes of the Consolidated Personnel By-Law and monitors administration of the By-Law by the executive branch of the Town's government. As a standing committee of Town Meeting, the Personnel Board advises the executive branch on collective bargaining issues and makes recommendations to Town Meeting relative to By-Law changes and collective bargaining agreements. The Personnel Board continues to strive for personnel policies and compensation plans that are fair and equitable to Town employees and mindful of the financial constraints faced by the Town.

BUDGETARY INFORMATION:

a. Salaries (1 Part-time Recording Secretary)	1,820.
b. Merit program pool	4,000.
c. Purchased services	10,000.
d. Expenses	0.
e. Capital outlays	0.
f. Total	15,820.
g. Number of full-time employees	0
h. Number of part-time employees	1

FY'00 HIGHLIGHTS:

Among its many accomplishments, the Board:

- Reviewed and updated every Personnel By-Law of the town. Recommended modifications to Town Meeting, which were unanimously adopted by Town Meeting.
- Initiated the review and update of all Personnel Policies and Procedures.
- Continued its ongoing program of reviewing the classification and compensation of all titles in the Town service at a minimum of five year intervals by: review of the Department of Public Works.
- Heard and approved several requests for reclassification of various positions within the Town service.
- Heard and approved several requests to authorize hirings above the minimum step.
- Heard and approved requests for merit bonus and requests for merit step-increase under the Board's merit compensation program.
- Heard testimony and rendered decisions relative to employee grievance appeals.

FY'01 FORECAST

- Conduct focus group sessions with all man

agement personnel of the town for the purpose of creating dialogue between managers and members of the Board, provide managers with the opportunity to identify and discuss key HR topics affecting employment in the Town and to assist the Board in the selection of topics to study over the next two years.

- Create task forces to discuss the key issues raised in the focus group sessions and to make recommendations to The Personnel Board where and when appropriate.
- Continue to review, update and approve all Personnel policies and procedures.
- Review the management pay for performance program and evaluate feasibility of extending the program to non-management employees.
- Review and design a communication protocol to facilitate board to board communication.
- Resolve appeals relating to the DPW classification study conducted in FY 2000.
- Conduct a classification and compensation study of Administrative/Support Titles and make appropriate recommendations thereon to Town Meeting.

LEGAL DEPARTMENT

David S. Tobin

PURPOSE

The Legal Department of the Town of Needham provides Legal advice to the Town Departments, attends all sessions of Town Meetings and Selectmen's Meetings, and meets with other Boards when requested. The Legal Department drafts and approves all contracts when requested, represents the Town in the courts and before administrative agencies, and assists in the drafting of legislation, by-laws and regulations.

BUDGETARY DATA

a. Salaries	$ 53,380.00
b. Purchased Services	$159,387.42
c. Expenses	$ 2,316.87
d. Capital Outlay	$ 0
e. Total	$215,084.29
f. Full-Time Employees	0
g. Part-time Employees	1

FY'00 HIGHLIGHTS:

During Fiscal Year 2000, commencing July 1, 1999 and ending June 30, 2000, in addition to the advice given to Town officials on a daily basis, Town Counsel accomplished the following:

Town Counsel represented the Town, its boards and/or officers and employees in court and before various administrative agencies and handled all related litigation matters.

Town Counsel negotiated, drafted, approved, interpreted and/or assisted in resolving conflicts with respect to numerous contracts for the Board of Selectmen, Finance Department, Permanent Public Building Committee, Municipal Building Maintenance Board, School Department, Department of Public Works, Park and Recreation Commission, Personnel Department, Planning Board, Board of Health, Fire Department, Board of Assessors, Conservation Commission, Sewer Department, and Water Department.

The following are some of the contracts and negotiations included in this category:

- High School Gymnasium, Eliot School, Newman School renovations, Pollard HVAC upgrade, and the Chestnut Street parking lot construction.

The Legal Department advised the various Town officials, agencies, boards and commissions on legal matters as they arose.

The Legal Department engaged and worked with outside counsel to represent the town in the following matters:

- Labor relations
- Litigation
- Issuance of CATV franchise licenses

FY'01 FORECAST

In Fiscal Year 2001, Town Counsel shall continue to provide legal services to the town agencies at a reasonable cost.

MODERATOR

Michael Fee

The Town Moderator presides over Needham's Town Meeting, a citizen legislature that holds the ultimate authority over all municipal affairs. For example, Town Meeting action is required each year to determine how much will be spent on all Town services , including schools, public works, public safety and what will be spent on our public facilities. Town Meeting approval is also required to adopt or amend zoning by-laws and at least two-thirds of the 258-member Town Meeting must approve the issuance of bonds and the corresponding assumption of debt.

During 2000, Town Meeting convened for the Annual Town Meeting in May and addressed over 80 warrant articles. In November 2000, Town Meeting Members met in a Special Town Meeting that addressed numerous articles ranging from budgetary issues to several capital expenditure and planning initiatives.

Town Meeting Members have now had access to the "Needham Town Meeting Handbook" that I authored and distributed with financial assistance of the Richard Patton Melick Foundation for over two years, and the Handbook appears to have improved the Town Meeting Members' knowledge of our procedures and rules. The Handbook has also been posted to the "needhamonline" web site. The implementation of a new town government web site that is now in development will enhance our ability to educate our citizens and our Town Meeting Members not only about the rules and procedures for Town Meeting, but also the substance of the business that comes before Town Meeting each year.

At the request of the Needham League of Women Voters, I have continued presenting a class entitled "Town Meeting 101" through the winter session of Needham Adult Education. The class has been well received and in conjunction with the League of Women Voters,, I will conduct this class annually in January. In addition, I continued this past year lecturing to students at Needham High School during their program of study on local government.

The Moderator receives absolutely no appropriation and thus there are no expenditures of public funds to describe.

I encourage town residents to become involved in some aspect of our community government, including running for a position as a Town Meeting Member. In addition, ample opportunities are available for service on one of our numerous volunteer committees. Any citizen who wishes to be considered for a position on the Finance Committee or the Personnel Board should feel free to contact me.

EDUCATION

PUBLIC SCHOOLS

Irwin Silverstein, Chairman; Gary C. Crossen, Paul Denver, Donald M. Gratz, Karren N. Price, Susan Welby, Stephen Theall, Superintendent, Not Pictured: Gary C. Crossen, Jeffrey Simmons

PURPOSE

The School Department services the educational needs of this community, from pre-schoolers to senior citizens. Our primary function is to advance the learning and achievement of students in kindergarten through grade 12 in a comprehensive and sequential program of studies. The School Department continues to enforce the School Committee's Vision Statement that captures the successful working relationship between this Town and its schools.

A community and school partnership that

- excites learners
- demands excellence
- fosters integrity.

How well are we fulfilling our VISION?

Here are three measures of our student achievements:

MCAS RESULTS 2000

While there are many factors which influence student achievement — some of which are beyond our control; nonetheless, there is no doubt that what our teachers do every day in their classroom is of critical importance to our students' success. Yes, Needham is more than MCAS scores, but the school system should take pride when our students succeed in any measure of performance. There are several systemwide elements of these scores that are worth tracking longitudinally. Although unable to draw any conclusions based upon limited data (three years), the following categories can be looked to for evidence of achievement:

- *Percent of Students in Advanced and Proficient Categories*
- *Percent of Students who Fail*
- *Average Scaled Score*
- *Progress in those Categories*

Three-Year Comparison of Elementary Performance Level Results (% of Students)

Grade 4	Advanced	Proficient	Needs Improvement	Failing
1998 English Language Arts	4	46	48	3
1999 English Language Arts	1	40	57	2
2000 English Language Arts	3	48	47	2
1998 Mathematics	25	35	33	7
1999 Mathematics	23	36	34	7
2000 Mathematics	33	38	27	2
1998 Science & Technology	12	57	28	3
1999 Science & Technology	24	56	18	2
2000 Science & Technology	28	59	11	1

Three-Year Comparison of Middle School Performance Level Results (% of Students)

Grade 8	Advanced	Proficient	Needs Improvement	Failing
1998 English Language Arts	7	76	15	2
1999 English Language Arts	13	72	12	3
2000 English Language Arts	20	71	7	2
1998 Mathematics	18	35	29	18
1999 Mathematics	14	42	29	15
2000 Mathematics	27	37	20	16
1998 Science & Technology	4	46	34	15
1999 Science & Technology	13	41	26	19
2000 Science & Technology	19	49	20	12
1999 History and Social Science	1	25	52	22
2000 History and Social Science	3	26	55	16

Three-Year Comparison of High School Performance Level Results (% of Students)

Grade 10	Advanced	Proficient	Needs Improvement	Failing
1998 English Language Arts	29	49	19	3
1999 English Language Arts	19	49	18	13
2000 English Language Arts	19	51	21	9
1998 Mathematics	24	36	24	16
1999 Mathematics	27	26	24	23
2000 Mathematics	32	30	23	16
1998 Science & Technology	5	40	47	8
1999 Science & Technology	6	39	43	12
2000 Science & Technology	6	40	40	13

With respect to the percentage of students in the Advanced and Proficient categories, you will note that the number ranges from a high of 87 percent in elementary Science to a low of 51 percent in English Language Arts; at the middle school (except for Social Studies where the state Frameworks and the future of the exam have not yet been determined) the range is 91 percent in English Language Arts to a low of 64 percent in Math; at the high school the range is 70 percent in English Language Arts to 46 percent in Science. These are impressive results — even taking into account the fact that our Science scores at the high school level are negatively impacted by our course sequence (Chemistry is taught in Grade 11). The failure rates at the elementary level are very small. At the high school and middle school, Math and Science results bear watching, but the school department is confident that they are related to curriculum alignment issues and the reality, at least until next year, that the MCAS test for our high school students has been relatively inconsequential as compared to the other "high stakes" assessments in which they already participate.

Three-Year Comparisons of Average MCAS Scaled Scores

Grade 4	1998	1999	2000
English Language Arts	240	237	241
Mathematics	244	245	250
Science & Technology	245	249	251
Grade 8	**1998**	**1999**	**2000**
English Language Arts	246	248	251
Mathematics	239	239	243
Science & Technology	237	238	243

History and Social Science	N/A	229	233
Grade 10	**1998**	**1999**	**2000**
English Language Arts	249	243	244
Mathematics	241	240	245
Science & Technology	237	237	237

The scaled scores also reveal impressive achievement. With the exception of tenth-grade Science, every average scaled score falls within the Proficient category. Scores advanced in every test at every grade level.

Over the next several years, the data and trends will become clearer and Needham students will continue to demonstrate high levels of performance.

SAT I SCORES

	Best Verbal	Best Math	Composite
CLASS of 2000 (all students)	**574**	**588**	**1162**

SAT II ACHIEVEMENT TESTS

Nationally, only 20 percent of high school students who take SAT I also take SAT II. These students are concentrated in the best public and private schools in the country. At Needham High School, 60 percent of the Class of 2000 took at least one Subject Test.

Needham scored above both the National and the Massachusetts averages in the following Subject Tests: Writing, Literature, Math IC, and American History. Needham scored below the Massachusetts and National averages on the following Subject Tests: Chemistry, World History, Biology, Physics, French, and Spanish. Needham scored above the Massachusetts average, but below the National average on the Math 2C Subject Test. On some Subject Tests, where Needham scored below the National or Massachusetts average, or below both, the difference was slight. In other cases, the small number of students taking the test skewed the results.

ADVANCED PLACEMENT TESTS

One hundred eight-five students took 267 AP tests. Ninety percent of the scores qualified students for Advanced Placement in colleges and universities.

POST SECONDARY EDUCATIONAL PLANS CLASS OF 2000

Four-year college	86.9%
Two-year college	3.4%
Non-college educational institutes	4.5%
One year work then college	1.1%
Other/No response	4.1%
	100.0%

ENROLLMENT: OCTOBER 1, 2000

During FY '00, Needham enrolled 4448 students in grades PreK-12 as follows: elementary (2144); middle (1000); high (1190). Early childhood programs, mandated by Special Education, serviced another 62 children. The Needham Public Schools also services the educational needs of adults through an active Adult and Continuing Education program and student needs through a Summer School program. Both programs are fee based and well attended.

BUDGETARY DATA ON FY '00 EXPENDITURES

The Operational Budget for the School Department included:

• Salaries	$23,683,072
• Purchase of Services	2,689,954
• Expenses	1,002,831
• Capital Outlay	155,826
Total:	$27,531,683

This budget does not include the cost of building maintenance or employee benefits which are represented in MBMB and town personnel budgets respectively. Similarly, it does not include capital projects or long-term debt incurred by the Town for facilities renovations.

Salaries comprise 86 percent of the FY '00 budget. The breakdown is as follows:

A. Direct Service to Children

This category includes certified teaching professionals and support staff (nurses, counselors, psychologists, occupational and physical therapists, and social worker) who are paid on the professional salary scale. It also includes teaching assistants — people in positions that do not require professional credentials and paid on a lesser salary scale. Teaching assistants work under the supervision of a teacher. This differentiated staffing pattern is responsive to Special Education needs and is cost effective.

	FTE (full-time equivalent)
Teaching/Nursing Staffs	341.03
Teaching Assistants	89.54
TOTAL	430.57

B. Indirect Service to Children

This category includes non-teaching staff whose primary function is to supervise staff and manage the business side of the School Department. Support staffs assist the administrative staff in school offices and the central office.

	FTE (full-time equivalent)
Administrators	28.30
Secretaries, Other Support Staff	53.11
TOTAL	81.41

FY '00 HIGHLIGHTS

Systemwide Department Highlights

FINE AND PERFORMING ARTS

- Curriculum Development — The department worked on essentials and assessments for each grade level (elementary) and each course (secondary). In music, the curriculum was separated into classroom and performing groups. In October 1999, the final ARTS Frameworks was printed and shared with the department. Needham will align its ARTS curriculum with both the state and national standards.
- Student Achievements: A partial list! — The National Association of Recording Arts and Sciences Foundation has recognized the NHS Music Department as a Signature School for 1999 and 2000. Youth concerts; high school music students participated in the Senior District Jazz Auditions; Pollard students presented the musical, "Oliver"; high school students were outstanding in their production of the "MIKADO"; several members of the band orchestra and chorus were selected for the Southeast Performance Groups; nine NHS musicians were recommended to audition for All-State; the Visual Arts Department was again invited to participate in the Boston Globe Scholastic Art Awards, and 12 Needham students received awards; seven students successfully auditioned for the Massachusetts All-State Performing Groups; the New Art Gallery was inaugurated to enable students to exhibit their work in an aesthetically pleasing, secure, and highly visible display space.

GUIDANCE

- Serviced emotional, behavioral, social needs of 4400 students, as appropriate, in the school setting in order to maximize learning.
- Participated on Townwide committee which, over five months, developed a comprehensive Crisis Response Protocol for the Needham Public Schools.
- Received four NEF grants: "Targeting Behavior Referrals," "Post-Secondary Alternatives," "Behavior Management Training," and "Transitions."
- Established user-friendly evening hour access to College and Career Counselors at NHS.
- Presented at professional development conferences on the facilitation of Racial Affinity Groups for Massachusetts School Counselors at Regis College and to the Lexington Public Schools.
- Processed and procured $120,000 in Medicaid reimbursements for the Town of Needham.
- Forty Peer Mediators trained at NHS.
- Created and updated Section 504 and Child Abuse informational booklets disseminated to all NPS staff with building orientation programs.

HEALTH AND PHYSICAL EDUCATION

- Each grade level has worked on curriculum to some degree. Needham has adopted the Wellness model as defined by the National Wellness Institute to serve as the guiding philosophy. Because there are few models

for applying wellness to health and physical education curricula, Needham staff is in the process of creating its own model.

- A Wellness Task Force has been formed to look at wellness from a systemwide perspective. The mission of this committee is: To guide the development of a comprehensive, integrated response to the health and wellness needs of Needham students and their families that:
  - develops and reinforces K-12 children's social skills needed to make healthy choices;
  - involves parents and families in designing and delivering skills-based curriculum and programs;
  - provides data and measurements for assessing short-term and long-term impact on individuals, students, the NPS, and the community;
  - leverages community expertise through collaborative partnerships within Needham and with surrounding communities;
  - serves as a model for prevention of risky behaviors;
  - encourages on-going innovations to support a holistic approach to individual and community health and wellness;
  - is informed by recommendations outlined in various state health Frameworks.
- Many staff members do special programming designed to create additional learning opportunities for students outside of the traditional school settings.
- The Youth Risk Behavior Survey was administered to seventh- and eighth-grade students at the Pollard Middle School. A report, prepared for discussion, will take place to address the results of the survey.

METCO

- Academic
  - METCO Directors' Youth Conference for middle and high school students; workshops on: study skills, racism, peer pressure, college preparations;
  - Rising sixth graders test taking and study skills course;
  - Support sought for late bus transportation for middle and high school students;
  - Commuter rail tickets given to any student staying after school for extra help or to participate in extracurricular activities;
  - Mentor program continued at Pollard;
  - MCAS prep course at Roxbury Community College for fourth, eighth, and tenth graders on Saturdays in collaboration with Wellesley METCO.
- Multicultural/Anti racism
  - Building-based workshops for all Needham staff facilitated by Empowering Multicultural Initiatives (EMI) graduates to raise awareness and enhance sensitivity;
  - Administrators' anti racism workshop series to promote understanding of diversity issues;
  - EMI "Anti racism and Effective Classroom Practices Course" for faculty and staff;
  - Seventh Annual Martin Luther King Celebration;
  - Kwanzaa Celebrations and African Drum concert at Hillside School for all students;
  - Mitchell School Needham METCO Family Friends (holiday party, basketball, pizza, video, and lunch on Early Release Days;
  - Eliot Family Friends sponsored fall multicultural pot luck and talent show in Boston;
  - Instrument lessons from Needham Public School teachers — with transportation support;
  - Needham-Boston Exchange Project to promote understanding, reduce prejudice with Needham High School resident student following an itinerary that included the daily experience of a Boston resident student;
  - METCO students placed in high school homerooms with other students of color to reduce isolation;
  - New students placed in two elementary schools to create critical mass and reduce isolation;
  - METCO staff took LINKS course to learn how to support students with diverse needs and different learning styles;
- Parent Outreach/Involvement
  - Increased attendance at monthly METCO Parents' Council meetings by 60 percent where parent leaders facilitated meetings, organized speaker series, and End of the Year Awards Ceremony;
  - Family and Friends Network Anti racism Workshop for Parents, sponsored by Newton METCO with workshops focusing on creating an antiracist home and school.

SPECIAL EDUCATION

- SPED provided a full range of educational and therapeutic services for students.
- The department built capacity to maintain students with low incidence disabilities within the district by developing programs to effectively meet the needs of this population so that students could remain in their home community with typically developing peers. The inclusion of students with varying degrees of disabilities has been beneficial for the entire school community. Typically developing students have been able to see first hand how their peers are able to overcome varying degrees of difficulties. The benefits extended beyond the schools in at least one instance. The entire Needham community showed its support at a fund-raiser for a wheelchair basketball team on which a Needham High School student is a member — a testament to the power of inclusion!
- The TEAM process has been further refined to better serve the needs of students. Staff throughout the district are more committed to the process which has yielded tangible results. The eligibility criteria have been adhered to and students in need are receiving quality services. Needham's current SPED population is 13.3 percent.
- SPED has offered a number of after-school trainings through Staff Development for both regular and special educators within the district. Topics covered the wide range of disabilities that teachers within the district encounter.
- The department initiated two study groups which met on a monthly basis. All SPED teachers read and discussed *Educational Care* by Dr. Mel Levine. SPED Chairpersons, School Psychologists, and the Student Development Administrative Team read and discussed *Developmental Variation and Learning Disorders*, also by Dr. Levine. This process allowed us to develop a common language and understanding for helping children with learning problems.
- Early release days provided the Special Education staff with opportunities to participate in a variety of trainings; e.g., a review of SPED laws and regulations; a demonstration of available assistive technologies, and managing children's behavior in the classroom. Additional trainings that continued for both regular and special education staff members have included Teacher Assistance Teams and Project Read. Both TAT and Project Read provide support for all students at the elementary level.
- SPED is proud that of the nineteen graduating students in the senior class who were on IEPs, seventeen were accepted to college or preparatory school and one student enlisted in the armed services.

TECHNOLOGY

- The Five Year Technology Plan, 1996-2001 — Year four of the technology plan was primarily funded from a warrant article voted by the annual Town Meeting in the May, 1999. Town Meeting members funded $259,000 to purchase 192 additional and replacement computers for the schools' classrooms, media centers, technology labs and specialized learning centers. A computer to student ratio of 1:6 was attained through this purchase. School based technology committees determined the placement of computers within the buildings with priority given to those areas of great-

est student access. Other funds that impacted the plan were garnered from grants (NEF, Bell Atlantic, DOE, SPED), PTC funds and community donations. The district operating budget supported the infrastructure with personnel, software acquisitions, maintenance, network requirements, and consumable supplies.

- Elementary Instructional Technology Specialists — Newman, Hillside and Mitchell elementary schools benefited from the addition of 1.4 specialists to support the technology program in classrooms and media centers. With the generous support of the Newman PTC, a technology room was outfitted for class use. Students and their classroom teachers met with the specialist to work on curriculum projects that integrated technology tools and skills. The Mitchell School's technology committee planned year long events to engage parents, students and teachers in technology and curriculum projects. The culmination of their work was a Technology Expo which was an overwhelming success. Grade five Hillside students created their own yearbook using the computers in the Hillside Media Center. It was an authentic electronic publishing experience. All of these projects were directed by the work of the Instructional Technology Specialists in collaboration with classroom teachers.

- Middle School Technology Moves Into the Curriculum Team — All grade seven students participated in a technology class for one trimester that closely integrated their classroom curriculum with developing technology skills and understandings. Students developed slide shows, simulations and games that illustrated new understandings in science, social studies, math and language arts. The Pollard Media Center web site has developed into a strong curriculum resource for students and teachers. www.needham.k12.ma.us/pollard/media_center/ The media center program stresses the development of information and literature skills through curriculum projects.

Senior Projects Model Curricular Uses of Technology — Needham High School Seniors demonstrated their understanding of research and presentation skills through an individualized senior project. Students effectively used several electronic research tools to construct their learning. Then they mastered a variety of presentation tools (Power point, AVID Cinema, Web Page construction) to successfully demonstrate their new understandings to the high school community.

Media and Technology Facilities — The district media and technology staff at the Educational Technology Center (ETC) worked closely with the DiNisco Design Partnership on developing the architectural plans for the Broadmeadow and Eliot media centers and technology facilities. The relocation of the ETC to the Broadmeadow is among the planning components. The schools have also collaborated with the local cable access committee on the new fiber data network that is being installed by RCN.

WORLD LANGUAGES

- High Standards of Instruction and Collegiality — This has been encouraged by identifying areas of strength and areas of growth, and by offering constructive suggestions for improvement where appropriate. Guest speakers and departmental meetings fostered collaboration among the staff.
- Hiring — Native speakers of French, Spanish and Chinese added to the diversity of the department. High expectations in hiring practices prevailed despite a critical shortage of World Language teachers across the Commonwealth.
- Articulation — Curriculum transitions from elementary to middle to high school were evaluated and adjustments made where necessary.

SCHOOL HIGHLIGHTS

BROADMEADOW SCHOOL

- Year One: Literacy — All faculty participated in professional development focused on the implementation of a Balanced Literacy program in every classroom. Among the areas explored were: guided reading, literature circles, shared reading, writers' workshop and phonemic awareness.
- Walking Wellness — Students, faculty and parents participated in a year-long program with a goal of walking 10,000 cumulative miles. With a kickoff in October 1999, Wednesday was designated as "Walk to School Day" for all with September 2000 as goal reaching month.
- School Renovation and Addition — Working with DiNisco Design Partnership, the parents and faculty worked throughout the year on the design for the new Broadmeadow School. Working actively on this project are the Faculty Design Committee, Extraordinary Health and Safety Committee, and the Permanent Public Buildings Committee.
- Creative Arts — The PTC sponsored many enriching programs including Living Voices, "Immigration"; Dennis Kobray as "Scott Joplin"; Paul Revere, the Man and the Myth; Historical Perspectives, Amelia Earhart; and Brian Gillie, "Dance in America."
- PTC — Broadmeadow's PTC worked tirelessly to enrich the lives of all students in areas of Science and Math Enrichment, Destination Imagination, Broadmeadow/Mitchell Basketball Challenge; Wellness Walking; Book Fair; Technology and Recycling.

ELIOT SCHOOL

- Wellness Program — The entire school was engaged in Wellness studies and activities including a year-long Character Education program, Literacy-based movement program, Wellness National Conference infusion of ideas, a Wellenium Evening for the Eliot Community, Public Health Posters designed by the fifth graders, family hiking nutrition presentations — Wellness in all six dimensions: Intellectual, Emotional, Spiritual, Vocational, Physical, Social.
- Mathematics — The entire school piloted new Math texts during the year which included *Trailblazers* and presentations of master lessons, a Problem-Solvers' Club for fourth graders every Friday morning and organized by a community volunteer.
- Literacy — Poetry Place was prominently displayed in the front lobby and was avidly read by all throughout the year. The annual poetry publication, *Smoke Signals*, was published in June; classroom teachers worked with Tufts consultants who also presented demonstration lessons in the primary teachers' classrooms; an artwork calendar with illuminated letters which included work by every child in the school was published.
- Arts Programs — *Gallery on the Go* was one of the highlights of the year. Artwork from the DeCordova Museum was on display, accompanied by docents and artists from the museum. Students had an opportunity to study the artwork, discuss, write, and sketch the reactions and their thoughts about each piece. Special arts events included Cabaret Night, the Art-In, Lip Synch Night, concerts, exhibitions, creative arts programs, and field trips to Boston for drama, ballet, and symphony.
- Exhibitions and Special Events — Third Graders' States/Regions of the United States; fourth graders' Insect presentations; fifth graders' *Harry Potter/Dance* presentations; KASE Medieval Fair, concerts, and hundreds of original stories and reports written by the students could be viewed as works in progress. TEC Challenges, MLK Celebration, Arthur filming for WBGH broadcast, Rotary Readers, Student Spelling Bee, Millennium Singers, Retired Men's Glee Club Concert were among the highlights of the year.
- School Building/Facilities Planning — The year was filled with a variety of staff/community meetings centered around the possibility of a new school building. With the passing of the Override, the possibility became a reality. The Permanent Public Building Committee, the School Committee, the community at large became involved as the school continues its dialogue with the architects and town planners.

HILLSIDE SCHOOL

- Mathematics — Implemented a K-5 schoolwide initiative to teach eleven problem-solving strategies to all students and apply these strategies to Math journal writing. This initiative will continue this year.

Student portfolios were impressive and documented significant progress. Developed and distributed a draft of the Mathematics scope and sequence to all classroom teachers. This will be reviewed this fall and finalized once the new Mathematics Frameworks are compared against it.

- Piloted *Trailblazers* in grade five. This is one of three standards-based programs being considered for the elementary schools. A final decision will be made by November about the program to be purchased and implemented.
- Literacy — Purchased materials for K-5 classrooms. Participated in Tufts workshops to learn how to implement a balanced literacy program in all classrooms. Reading specialists modeled comprehension strategies in classrooms. With the additional reading support, reading teachers were able to work with students at the kindergarten level and grades four and five.
- MCAS — After school help was provided for ten weeks to fourth graders. The target areas included answering open response questions, organizational skills, and homework assistance.

MITCHELL SCHOOL

- Technology — The year began with an animated character, the Cyberwizard. Each week there was a technology challenge for students and their families. The technology theme culminated in an exhibition at which each class chose a technology skill to integrate with a curriculum unit or study to share with the community.
- Arts — The school received a grant to develop creative movement for students in grades K-2. During the spring months, a facilitator visited each of the classes and worked with students to develop their movement skills and those of staff, as well.
- Wellness — A new "Walking Club" was established, and students were asked to log in their walking miles. Time was given to them during recess, but the bulk of this first year's walking was done at home with family.
- Writing — Fifth graders participated in a Celebration of Writing. Each student chose a piece of writing from his/her portfolio to read with eight to ten students chosen to read in each room. Parents and family members joined to celebrate the authorship of each child.
- Memorial Day — The community celebrated the lives of all who have died during the year and, for the second year, planted a shrub to memorialize members of the school community.

NEWMAN SCHOOL

- Kindergarten/Grade 1 Program — In order to meet the needs of diverse learners, the Newman faculty has investigated multiage teaching and learning. Over the past three years, teams of teachers participated in intensive one- and two-day inservice workshops on multiage strategies. This year, that work came to maturity in the form of a K/1 multiage proposal which included the creation of a demonstration full-day kindergarten — three teachers working with 40-44 children in two adjacent rooms. Newman received a competitive grant from the Department of Education to fund the full-day kindergarten component of the program.
- Reduction in Rate of Unnecessary Special Education Referrals — For two years, the Newman School has reduced the rate of unnecessary referrals. In addition, the Teacher Support Team referrals had a high correlation of accuracy in identifying children who had legitimate handicapping conditions that prevent their effective progress in the classroom.
- Performance on MCAS — For the second year in the state's testing cycle, the Newman School performed in the top 10 percent of the public schools in all areas assessed. While performance was generally "flat"; i.e., they were very similar to the previous year's administration, a more complex group of fourth graders participated in the annual test. This class had done less well on the third grade administration of the Iowa reading test than the previous class had. In that light, performance was entirely appropriate. Success indicator: Reliable results over a two-year period in the state's "high performing schools" category.
- Implementation of Literature-Based, Guided Reading Program — The Newman faculty worked on implementing a "guided reading" approach to literacy this year. Working within a newly designed "literacy block," the staff worked in large groups and in small groups to learn new strategies. Grade level literacy teams met once per month to follow-up on literacy activities and to view videos about "best practice" done by Newman teachers.
- Completion of the Newman Renovation — One final phase of the Newman renovation occurred during the summer of 1999. The installation of roof drains, carpeting, and doors completed the essential work of the past six years.
- Creation of a Technology Productivity Center — Continuing a major emphasis on the integrated use of high-end technology, the Newman School accomplished two significant goals this year. First, the Newman Elementary Advanced Technology Center was equipped and became operational in February 2000. This space houses 12 iMac computers and offers a teaching space for a technology professional working collaboratively with classroom teachers. With a grant of $15,000 from the Department of Education for Project MEET, the Newman Elementary On-Line Network, a project to connect Newman web pages to grade level curriculum projects, this award will fund a portion of the salary for a technology teacher and provide expanded hardware and software for the school. Additional funding will be available for 2000-2001.
- Focus on Social Skills — The Newman Principal and the High School Special Education Director co-authored an Elementary Code of Conduct which was adopted by the Newman School Council and distributed to parents.

POLLARD MIDDLE SCHOOL

- PAS — As a result of a great deal of discussion, student surveys, and feedback from parents and community, the PAS (Pollard After School) Program was introduced. Opportunities ranging from weight training to intramurals to chef's club to chess were offered on a semester basis. The program will continue to expand next year with a number of new programs, including a mandarin language class. This will be another step toward broadening students' educational opportunities while also solidifying the cultural exchange program with Shanghai Middle School
- Cultural Experiences — With the help of a dedicated staff and the support of many parents, most especially the PTC, Pollard students participated in numerous academic and cultural experiences. The PTC's Creative Arts Committee sponsored programs including a year-long Poet in Residence, a Science Star Lab experience, and Shakespearean vignettes. The annual musical featured a 200-student production of "Oliver" that played to three sell-out crowds.
- Athletics — Cross country, field hockey, and lacrosse received great student interest and participation. With interest at an all-time high, a plan is being developed to allow for more formal competition with other middle schools in the area.
- Fine and Performing Arts — These departments continue to be a major contributor to the excellent programs at Pollard. The chorus performed in a number of competitions — in and out of state. In each of their performances, they brought home superior ratings. The Spring Art Show displayed works from our students that belied their age and experience.
- Character Education Program — Through the continued and generous funding of the Needham Education Foundation, this program will be introduced and immersed next year into the daily middle school program. Values and positive character traits will be highlighted on a monthly basis with the goal of having everyone live a more responsible and caring life.
- Middle School Task Force — The year culminated with the establishment of a task force that will study both the short- and long-term issues related to the ever growing student enrollment at the Pollard.

NEEDHAM HIGH SCHOOL

- New England Association of Schools and Colleges — Needham High School continued in 1999-2000 to respond to the recommendations of the NEASC Re-Accreditation Report. As a member of the association, the high school has an obligation to continue to improve its adherence to the standards for accreditation. This long-standing process to improve schools systematically and continuously requires Needham High School's Principal to report on the school's progress in addressing the 93 recommendations of the NEASC Visiting Committee. Although this Committee recognized the school by stating: "Needham High School is an excellent school." "Students at Needham are demonstrating outstanding and rigorous achievement. The dedicated, highly able, and talented faculty and staff see to it that student needs are being met in ways that exceed the expectations of the community. The school has a rich history of accomplishments and a record of achievement which brings pride to the community," the high school staff made significant progress in articulating essentials for each course in the Program of Studies and identifying specific assessments for each essential. Aligning the school's Statement of Purpose with curriculum, instruction, and assessment continues to be a focus for the school.
- Facilities Issues — Significant progress was made in addressing major facility problems which caused NHS to be placed on warning for building-related issues. A coordinated response from several town committees prompted Town Meeting to fund several studies of specific building problems; most notable, the heating and ventilation concerns, as well as the need for gymnasium and auditorium renovations. The spring Town Meeting approved the expenditures for these improvements which have been carefully reviewed and overseen by the Permanent Public Building Committee. Work on these projects will require several summers to complete.
- Success Indicators — Students continue to shine. High scores on the national and state tests, college acceptance rates, high involvement of students in community service and co-curricular activities, and a high level of success at regional, state, and national competitions demonstrate outstanding student achievement and wonderful validation of the efforts of Needham High School's staff. Particularly noteworthy is the national recognition of the Speech and Debate team, the State Championship Mock Trial team which participated in the national competition, the overall success of our athletic teams, including the fourth consecutive State Championship for the Girls' Lacrosse team.

FY '01 FORECAST

BUILDING RENOVATIONS AND CONSTRUCTION

"Needham Schools 2000" resulted in a landslide YES vote by the Needham community to endorse the School Department's proposed building plans over the next few years. Funding in the amount of $36,850,000 will be available to replace the Eliot School, renovate and build an addition to the Broadmeadow School, and partially renovate certain areas and systems at Needham High School. The Newman School and High Rock School were also slated for some alternations/renovations.

The coordinated efforts of the Needham School Committee, the Board of Selectmen, the Finance Committee, the Permanent Public Building Committee and our community leaders were most instrumental in the approval of this renovation/construction plan.

As always, Needham's School Department faces challenges and looks for opportunities. We are fortunate to have dedicated, intelligent, and creative people servicing the educational needs of children and adults in this community. Schools and education are truly one of this town's greatest assets, and an attractive reason why new families choose to locate in Needham. The School Department appreciates this community's support and encouragement, as well as the hours of volunteer service that citizens devote to their public schools.

FUTURE SCHOOL NEEDS COMMITTEE

PURPOSE

The Future School Needs Committee is a town committee that projects future school enrollment, monitors energy usage at each school, and serves in an advisory capacity to Town Meeting to issues affecting the Needham Public Schools.

FY'00 HIGHLIGHTS:

Completed the 2000 enrollment projection and report analysis using town census data, including projections under alternative assumptions.

Prepared enrollment projections by elementary school.

Analyzed historical enrollment trends by school district.

FY'01 FORECAST

Complete the 2001 enrollment projections

Continue to analyze enrollment trends by school district.

FUTURE SCHOOL NEEDS COMMITTEE
ENROLLMENT PROJECTIONS

YEAR	1993/1994	94/95	95/96	96/97	97/98	98/99	99/00	00/01	01/02	02/03	03/04
BIRTHS*	394		345	409	377	344	415	378	378	378	378

SCHOOL YEAR	1999/2000		00/01	01/02	02/03	03/04	04/05	05/06	06/07	07/08	08/09	09/10
GRADE	PROJECTED	ACTUAL										
K	338	323	346	338	336	310	374	340	340	340	340	340
1	328	335	337	361	353	350	323	390	355	355	355	355
2	384	373	339	341	365	357	354	327	395	359	359	359
3	349	342	374	340	342	366	358	355	328	396	360	360
4	390	389	342	374	340	342	366	358	355	328	396	360
5	383	382	387	340	372	338	340	364	356	353	326	394
6	340	333	381	386	339	371	337	339	363	355	352	325
7	334	340	329	377	382	335	367	333	335	359	351	348
8	331	327	341	330	378	383	336	368	334	336	360	352
9	321	326	330	344	333	382	387	339	372	337	339	364
10	288	289	325	329	343	332	381	386	338	371	336	338
11	302	300	283	318	322	336	325	373	378	331	363	329
12	290	275	297	280	315	319	333	322	369	374	328	359
TOTAL	4,378	4,334	4,411	4,458	4,520	4,521	4,581	4,594	4,618	4,594	4,565	4,583
K-5	2,172	2,144	2,125	2,094	2,108	2,063	2,115	2,134	2,129	2,131	2,136	2,168
6-8	1,005	1,000	1,051	1,093	1,099	1,089	1,040	1,040	1,032	1,050	1,063	1,025
9-12	1,201	1,190	1,235	1,271	1,313	1,369	1,426	1,420	1,457	1,413	1,366	1,390
	4,378	4,334	4,411	4,458	4,520	4,521	4,581	4,594	4,618	4,594	4,565	4,583

* REFLECTS JULY 1 TO JUNE 30 BIRTHS

PUBLIC SAFETY

POLICE DEPARTMENT

William G. Slowe, Police Chief

PURPOSE:

The police mission is the maintenance of social order within carefully prescribed ethical and constitutional restrictions. This mission contains the following elements:

- Prevention of Criminality
- Repression of Crime
- Apprehension of Offenders
- Recovery of Property
- Regulation of Non-criminal conduct
- Performance of miscellaneous services

Consistent with the above, the department mission is to work with all citizens to preserve life, maintain human rights, protect property and promote individual responsibility.

BUDGETARY DATA:

	FY 2000	
Salaries	$3,353,153.38	Number of employees
Expenses	122369.09	Full time 58 (49 police; 9 civilians)
Capital outlay	125,660.	Part time 14
Purchase of services	43,788.31	

FY'00 HIGHLIGHTS:

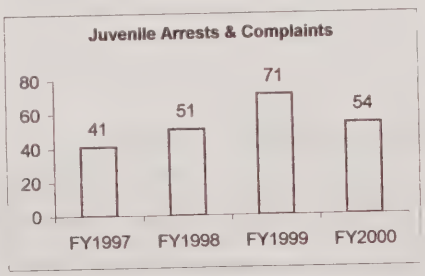
- Combined police & fire department dispatch operations were discontinued in September.
- A cooperative effort resulted in 1600 households receiving a booklet on alcohol related issues.
- Over 300 youths participated in a locally sponsored DARE basketball tourney
- The dispatch center handled 25797 police calls for service, the highest amount ever recorded.
- 725 hours of bicycle and "walk and talk" activities supplemented regular patrol work.
- Officers responded to 2336 alarms in the town.
- In conjunction with the Council on Aging and the Norfolk County Sheriff's Office, the department began a TRIAD program. This is a joint venture among the agencies to help reduce crime against the elderly.

INCIDENT REPORTING:

- Incident reporting increased from 1619 to 1759 reports written.
- Larcenies reported to the department decreased 21.4% from fiscal 1999.
- Vandalism incidents increased by 45% from the previous year.
- There were 48 Breaking and Entering incidents during the fiscal year, a 6% decrease.
- More documentation of motor vehicle violations resulted in a 140% increase in reports written about patrol officer activities in that area.

ARRESTS:

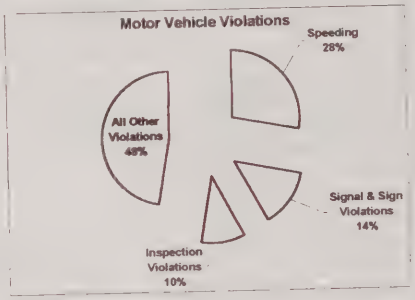
- Adults facing arrests or complaints increased from 348 to 534 for the fiscal year.
- Juvenile arrests and complaints decreased from 71 to 54.



- The majority of arrests and complaints were for motor vehicle violations.
- There were 94 persons charged with drug violations as the result of the 70 drug related incidents reported in FY2000.

TRAFFIC:

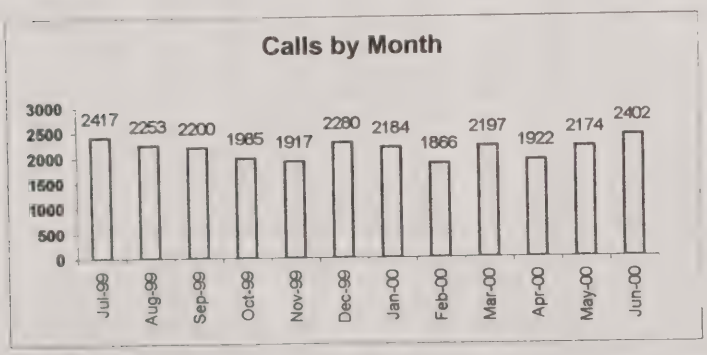
- Traffic accidents decreased in town to 450, the lowest number in five years.
- One third of the accidents occurred at 3% of the intersections.
- Several officers attended specialized accident investigation courses.

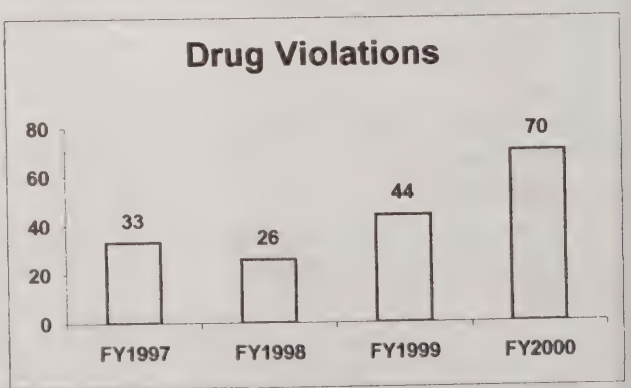


- The number of motor vehicle violations recorded on citations was 2479.

FY'01 FORECAST

- To continue a community-oriented policing approach to law enforcement problems.
- To address quality of life issues with an orientation towards the needs of the community.
- To develop and implement a citizen's police academy.
- To maintain liaisons with all elements of the community.
- To remain actively involved in the Human Rights Committee.
- To sponsor and organize regional hate crimes training.
- To update rules, regulations, policies and procedures to meet the needs of the department and the community.
- To provide the community with the public safety services necessary to advance into the new millennium.





FIRE DEPARTMENT

Robert A. DiPoli, Fire Chief

MISSION STATEMENT

To provide the Town of Needham with an effective, well-trained team of professionals to protect the lives and property of its' residents through fire suppression, emergency medical services, emergency disaster preparedness, fire inspections, and fire prevention through education, in the most cost- effective manner possible.

BUDGETARY DATA

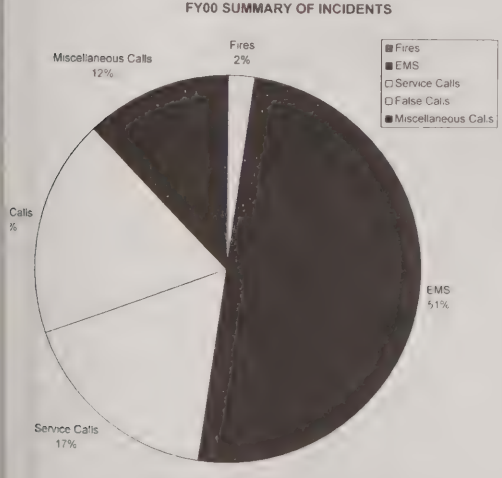
Salaries	$4,204,109.83
Purchase of Services	93,812.26
Expenses	135,178.91
TOTAL	$4,433,101.00

In FY00, the Department employed 74 full-time employees.

FY00 SUMMARY OF INCIDENTS

Fires	73
EMS	1,551
Service Calls	536
False Calls	563
Miscellaneous Calls	382
TOTAL	3,105

- Miscellaneous calls include overpressure rupture, hazardous conditions and good intent calls. In addition, fire inspectors responded to 824 calls for inspections of buildings and residences in the community.



COST OF FIRE AND EMERGENCY MEDICAL SERVICES

The cost of fire and emergency medical services provided by the Fire Department averaged $146.71 per year, per person or $.40 per day, per person in FY00.

FY'00 HIGHLIGHTS:

- Three new Firefighter/Paramedics were hired in March: James Piersiak, Glen Sargent and Gary Hill.
- Fire service awards were given to Firefighters Ronald Rossi, David Wainwright and Robert Shaw for 30 years of service.
- Two new defibrillators were put into service on Ladder 1 and Engine 3. All front line apparatus are now equipped with these life-saving machines.
- New rubber lined/rubber jacket fire hose is now replacing the old canvas hose.
- The Department was, once again, awarded a Student Awareness of Fire Education (S.A.F.E.) grant. Elementary school children in Grades K, 2 and 4 were educated in recognizing the dangers of fire, what to do in the event of fire, the dangers of smoking, and the hazards associated with smoking and smoking-related materials.
- The Fire Prevention Bureau issued 992 permits and collected $23,019. in revenue.
- The Fire Prevention Bureau continues to inspect for properly placed, working smoke detectors upon the sale or transfer of homes. This year 609 homes were inspected.
- One hundred fifty-eight (158) permits were issued for oil burner inspections. Every two years tank trucks must be inspected. This year, five (5) oil tank trucks received safety inspections. Other inspections totalled two hundred twenty (220) and included brush permits, welding, LPG, etc.
- The Fire Prevention Bureau inspects all homes and structures to be demolished. Oil tanks, above and underground, as well as oil burners and hazardous materials such as refrigerators, paint, asbestos, etc. must be removed. Twenty-eight (28) homes were inspected and demolished.
- Inspections of all nursing homes and hospitals are conducted quarterly. This year 28 inspections were conducted.
- Our participation in the MetroFire Haz-Mat Team continues with Firefighter/EMT Bryan G. Campbell as our team member. In addition, FF Campbell served as Training Coordinator for the Haz-Mat Team.
- The Department put into service a new state-of-the-art rescue pumper.
- The Emergency Medical Services division is now providing Advanced Life Support (ALS) service. They responded to 1,551, transported 1,180 times, and collected $334,681.60 in revenue.
- The department currently has eight (8) certified paramedics and 2 more are awaiting to take the State Exam.
- The Fire Alarm division collected $61,440. in master box subscriptions and $2,000. from fire alarm and sprinkler systems.
- Fire alarm personnel made approximately 648 visits to businesses within Town to check on fire protection systems which had a master fire alarm box installed. Approximately 175 trips were made to businesses without a master fire alarm box installed.
- Several training classes were offered at the station including a training session at the local movie theatre. The building was found to be a hazard and recommendations were made to the Town to pursue further action.
- Our department personnel continues to take advantage of training offered at both the state and local level.
- The Department was prepared for any Y2K events, with additional manpower on duty.
- The Emergency Management division worked with state and local officials to ensure Y2K readiness.
- Emergency Management continues to hold monthly meetings at the Emergency Operations Center on Dedham Avenue to discuss how to better prepare the community in the event of a disaster.
- Emergency Management personnel staffed an information booth at the Annual Needham Street Fair.
- Comfort care kits are available at the Emergency Operations Center and at the primary care shelter at the Pollard Middle School. These care kits are for residents who need to relocate due to severe weather conditions.

FY'01 FORECAST

- The Department will be seeking a new Fire Inspector with the anticipated retirement of Inspector Charles J. Mangine in August.
- A newly hired Firefighter/Paramedic, Matthew Dooher, will begin training at the Worcester Fire Academy in September.
- Firefighter/EMT Bryan G. Campbell will begin paramedic school in October.
- A new state-of-the-art ambulance will be delivered in September.
- Incident Command training, provided by the Massachusetts Firefighting Academy, will take place at the station.

New American flag flying at Needham High School, purchased by the Retired Men's Club of Needham.

BUILDING DEPARTMENT

Daniel P. Walsh, Building Inspector; Ernest Hohengasser, Wiring Inspector, Andrew Brown, Plumbing Inspector

This department is responsible for reviewing applications and plans to construct, alter and demolish any building or structure, for compliance with applicable Zoning By-Laws, Massachusetts State Building Code, Massachusetts State Fuel, Gas and Plumbing Code, Massachusetts State Electrical Code, Town of Needham Sign By-Law and the enforcement of Massachusetts requirement for Sealer of Weights & Measures.

The Massachusetts State Building code also requires this department to inspect public buildings. There are 14 places of worship, 15 day care sites, several state group homes, 7 nursing home facilities, Deaconess-Glover Hospital, The Charles River Association for Retarded Citizens, 7 public schools, 4 private schools, 982 apartment units and 247 hotel units and approximately 45 other places of assembly that require inspections throughout the year to insure that these structures comply with the Building code for public safety, ingress and egress

Responding to inquiries about what one is allowed to do at their property has been a major responsibility of the Inspector of Buildings. It is the Inspector who must determine that all permits for additions and uses of properties, both residential and non-residential, conform to the Town of Needham Zoning By-Laws.

The Building Inspector also advises those residents who are not in conformance with the Zoning By-Laws of that fact and sees that the necessary corrections are made.

Number of employees:

Full-time	4
Permanent part-time	3
Part-time	6

Budgetary Data

Salaries	$222,977.07
Purchase of Service	$1194.00
Expenses	$5342.96
Total	$229,514.61

This Department issued a total of 3476 Permits and collected $909,588.79 this year in permit fees.

Number of permits issued/Fees collected

	1996	1997	1998	1999	200
Building	842/$322,322.	929/$362,855.20	947/$377,109.00	996/$406,152	1106/$406,1
Plumbing	796/$ 24,900.	748/$ 24,380.	811/$ 26,175.00	696/$ 22,712	817/$ 29,8
Gas	283/$ 7,560.	281/$ 6,610.	303/$ 7,002.00	315/$ 7,885	378/$ 8,6
Wiring	926/$ 59,418.75	985/$ 51,758.03	1045$ 54,246.00	1002/$ 56,595	1122/$ 99,8
Signs	59/$ 2,190.	99/$ 3,380.	50/$ 1,670.00	71/$ 2,430	41/$ 1,4
Swimming Pools	14/$ 550.	9/$ 375	8/$ 375.00	9/$ 400	3/$ 5
Weights & Measures	$ 1,691.15	$ 4,016.	$ 3,409.85	$ 3,934.65	$ 3,536.
Miscellaneous Fees	$ 3,968.25	$ 4,808.65	$ 3,140	$ 6,021	$ 3,332.
Totals	2920/$422,600.15	3051/$458,182.88	3164/$473,126.85	3,089/$506,129.65	3476/$909,588.

	1996	1997	1998	1999	2000
New Single Family Dwellings	42	56	46	58	67
New Two Family Dwellings	6	4	4	3	3
New Non-residential Buildings	4	6	2	5	11
Conversion to Two Family	-	-	1	2	-
Add/Alter Existing Residential Buildings	611	785	791	473	615
Add/Alter Existing Non-residential Buildings	133	136	108	401	109
Demolish or Relocate	46	41	35	54	58
Swimming Pools	14	9	8	9	12
Signs	59	99	50	71	45
Total	915	1,037	1,045	1,076	920

Andy Wise displaying a trophy he won competing in his sports wheelchair donated to him by the Needham Lions Club.

PUBLIC WORKS DEPARTMENT

Richard P. Merson, Director of Public Works; John F. Cusick, Superintendent Park Division; Steven Hawes, Superintendent Garage Division, Charles L. Laffey, Superintendent Solid Waste and Recycling; Rhainhardt Hoyland, Superintendent Highway Division, Robert A. Lewis, Superintendent Water and Sewer Division; Anthony L. Del Gaizo, Town Engineer

PURPOSE:

Public Works includes, in its broadest sense, all endeavors related to the planning, designing, construction, operation, maintenance and management of the physical facilities necessary or desirable to community life. The Needham Public Works Department renders service to all citizens in the areas of highway maintenance and construction, water supply and distribution, sanitary and storm sewer construction and maintenance, solid waste disposal and recycling, traffic control, park maintenance and snow removal. The Department provides its own administration, engineering and equipment maintenance.

BUDGETARY DATA: DPW GENERAL FUND DIVISIONS

Personal Services	$2,035,533.
Purchase of Services	476,252.
Expenses	287,709.
Capital Expenses	44,257.
Snow & Ice	220,266.
Total	$3,064,017.

Number of Employees
Full time - 90 Part time - 19

BUDGETARY DATA: ENTERPRISE FUNDS

	WATER DIVISION	SEWER DIVISION	RTS DIVISION
Personal Services	$ 813,743.	$ 374,310.	$ 309,895.
Purchase of Services	223,070.	93,486.	699,175.
Expenses	252,005.	55,116.	101,977.
Capital Expenses	49,449.	59,968.	0
Emergency Expenses	13,361.	18,219.	0
Debt Expenses	923,676.	994,465.	232,409.
MWRA Expenses	356,384.	4,519,711.	0
Total	$2,631,689.	$6,115,274.	$1,343,456.

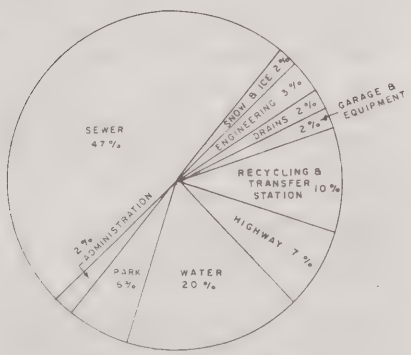
FY'00 HIGHLIGHTS:

- Shipped 7,237 tons of rubbish to Wheelabrator Millbury (Waste-to-Energy Plant).
- Recycled 41 percent out of the solid waste stream.
- Recycled 3,212 tons newspaper and mixed paper, including phone books and magazines; 713 tons of commingle, including glass, aluminum and tin cans, milk & juice cartons, plastic food & beverage containers with the recycling symbol #1-#3, and 365 tons of corrugated cardboard.
- Removed 421 tons of metal and 14 tons of tires from the waste stream.
- Removed 16 tons of paint and 16 tons of waste oil from the waste stream.
- Goodwill & Red Cross received 182 tons of textiles.
- Composted 1,397 tons of yard waste.
- 11,643 Disposal Area user stickers were purchased of which 11,542 were residential & 101 were commercial.
- Implemented expanded Department of Environmental Protection (DEP) mandates regarding waste bans including the collection of Cathode Ray Tubes (CRT) in computers & televisions, fluorescent lights, VCR's and rechargeable batteries (lithium, nicad & mercury) and waste load inspections of vehicles on tipping floor.
- Resurfaced 16 lane miles of roadway - Abbott St., Border & Brookside Rds, Concord St, Cynthia Rd, Gage St, Glover Rd, Greenough St., Hancock Rd., Harris Ave. Jarvis Cr, Lester St., Mallard Rd, Maple St., Marshall St, Mary Chilton Rd, Meetinghouse Cr, Meridith Cr, Oak St., Oak Knoll Tr, Paine & Pheasant Rds, Pine Grove St, Power House Cr, Rolling Ln, Stockdale & Sunnyside Rds, Tower Ave, Ware Rd, Washburn & Wellesley Aves, Winfield St & Winslow Rd.
- Rehabilitated & paved .5 lane miles of roadway - Highland Ave, between Hunnewell St. & Webster St.
- Constructed 20 American Disabilities Act (ADA) handicap ramps.
- Placed 306.5 tons of asphalt for road patch and 378.5 tons of asphalt for trench repairs.
- Placed 33,000 gallons of crackseal on 104 roadways.
- Loam and seed 2.15 miles of berm at over 110 locations.
- Responded to and completed 680 work order requests, including repair of berms, fences, potholes, driveway aprons, parking meters and sign replacement.
- Inspected 370 Street Opening Permits.
- Reconstructed 4 tennis courts
- Completed reconstruction of Chestnut St. & Lincoln St. parking lots, and Kendrick St/Hunting Ave. intersection improvement.
- Completed reconstruction of Great Plain Avenue, between Linden St. & Wellesley Town-line..
- Finalized engineering & design of Parish Road reconstruction.
- Completed engineering & design of Dedham Ave. watermain replacement project, reconstruction of Fuller Brook Culvert..
- Performed engineering services for the construction of 43 handicap ramps.
- Provided engineering services for painting of crosswalks and roadway markings.
- Provided engineering services for the reconstruction of Central Avenue, between Pond St. & 1451 Central Ave. (horse farm).
- Completed Phase I of Geographic Information System (GIS) design.
- Park & Forestry Division responded to 200 work requests, removed 72 trees and planted 48 trees. For fifth year, Needham recognized as one of the Tree City USA communities.
- Re-grade, loam, seed and sod worn areas of Cricket and DeFazio soccer and lacrosse fields.
- Re-grade & seeded DeFazio Field #3 soccer & lacrosse fields and refurbished damaged areas of DeFazio Irrigation System
- Re-landscaped foundation plantings at DPW Building and assisted in re-landscaping of Town Hall grounds.
- Assisted in several improvements at Rosemary Pool & Lake including improvement of spectator sailing area and parking lot.
- Renovated & reconstructed Asa Small Baseball Field, including backstop.,
- Refurbished Memorial Park Track, and installed new fence at Walker Gordon Field.
- Conducted Arbor Day Celebration at Hillside School.
- Responded to 123 water emergency calls (after hours) & 1,125 scheduled appointments.

PUBLIC FACILITIES

- Repaired 10 water pipe leaks, including 3 water main breaks and 7 water service leaks.
- Replaced 11 fire hydrant gate valves and repaired 43 hydrants.
- Inspected 67 water service renewals and inspected 59 new water service installations. meters.
- Install 228 second water meters (for outdoor watering).
- Marked out 852 water mains and house service locations for contractors and other departments.
- Continued uni-directional flushing program on water mains.
- Responded to 95 sewer & drain emergency calls (after hours), including 29 sewer pump station failures
- Completed construction of West St. Wastewater Pump Station.
- Purchased and installed second pump at the Great Plain Ave. Sewer Pump Station.
- Installed 2 new submersible pumps & a new motor control panel with alarms at Lake Dr. Pump Station.
- Completed Drainage improvements on Birchwood Rd and Great Plain Ave. @ Mt. Vernon St.

HOW THE FUNDS WERE EXPENDED

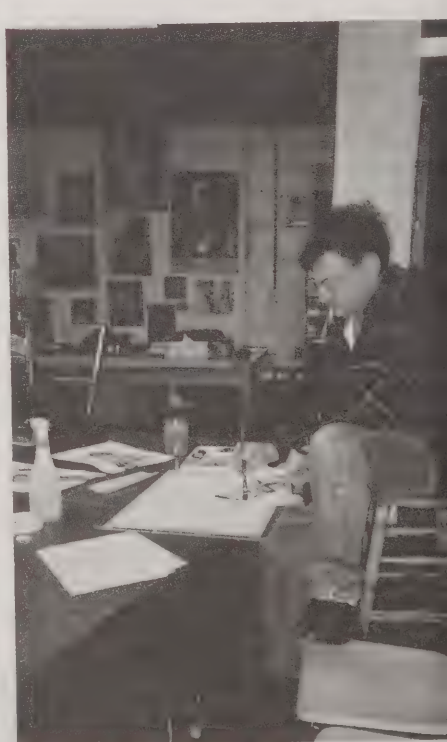


TOTAL $ 13,154,436

Administration Division	$257,085.
Engineering Division	337,683.
Garage/Equipment Division	326,544.
Highway Division	973,202.
Park Division	797,138.
Drains	152,099.
Snow & Ice	220,266.
Sewer Enterprise	6,115,274.
Water Enterprise	2,631,689.
RTS Enterprise	1,343,456.

FY'01 FORECAST

- Continue re-design of Recycling and Transfer Station to increase safety and user friendliness, including reconstruction of drop-off areas.
- Meet State mandate to remove all mercury bearing items out of waste stream.
- Re-design & construct materials processing areas.
- Continue the repair and preservation of Town roads, sidewalks, curbs & grass berms to improve road and sidewalk infrastructure.
- Develop and implement the maintenance and repair of traffic signs, traffic markings and parking meters.
- Repair and update traffic signal equipment.
- Reconstruct 40+ American Disabilities Act (ADA) sidewalk handicap access ramps.
- Continue to improve the Snow & Ice Program to provide the best service to the Town through equipment upgrade, use of bio-degradable anti-icing chemical, and employee training.
- Provide engineering and inspection services for reconstruction of Bird St, Henderson St., Parish Rd, Central Ave, from Noyes St. about 500 feet south, and Hillcrest Rd & Highgate St. intersection.
- Perform engineering services for the design of Canterbury Ln & Mellen St. reconstruction and Dedham Ave. watermain replacement intersections.
- Coordinate the engineering services for reconstruction design of Webster St, from Central Ave. to Greendale Ave. and Chestnut St., from Marsh Rd to Dover Town-line.
- Field check Geographic Information System (GIS) drainage master plan plans and GIS Assessor Parcel Plan dates.
- Renovation of DeFazio #4 & #5 soccer & field hockey fields.
- Renovation of Mills baseball fields and Claxton #2 softball field.
- Replacement and upgrade of Memorial Park Scoreboard.
- Renovation of Dwight, Avery, Perry, and Cricket fields diamonds.
- Repair Memorial Park #2 field backstop and fencing.
- Finalize the start-up of the Charles River Water Treatment Facility which will remove iron and manganese from the Town's water supply & improve corrosion control.
- Replacement of water mains on Broad Meadow Road, from Great Plain Ave. to Greendale Ave.; and Dedham Ave., from South St. to Great Plain Ave.
- Review consultant's recommendation for a water meter replacement program and automated read and billing capabilities and consultant's report for recommended rehabilitation of the Kendrick St. bridge water main.
- Replacement of old hydrants and iron water pipe house services.
- Clean and line water main on Bird St., from Broad Meadow Rd. to Greendale Ave.
- Continue with water leak detection program and uni-directional water flushing program.
- Initiate modifications to St. Mary's Water Pumping Stations, including higher capacity pumps.
- Publish and mail Consumer Confidence Water Report to all Needham water customers.
- Purchase & install a third pump at the Great Plain Ave. Sewer Pump Station.
- Begin construction of sewer main rehabilitation in the Newman School to Carol Road easement and Wayne Road to Frank Street easement.
- Continue to eliminate inflow & infiltration of the Town's sewer system, focusing on McIntosh & Mason Roads where heavy infiltration was detected with the Town's closed-circuit television (CCTV) inspection equipment.
- Finalize the Water and Sewer Master Plans to improve the water and sewer systems infrastructure in conjunction with implementation of the Geographic Information System (GIS) associated with the Storm Drain Master Plain.



Dan Callahan, participant in the Needham Art Association's Open Studio Workshop/Critique program.

MUNICIPAL BUILDING MAINTENANCE BOARD

Patricia Carey, Ann MacFate, Richard Merson, Stephen Theall, Carl Valente, Mark La Fleur, Director

PURPOSE:

The Municipal Building Maintenance Board identifies, plans for, coordinates, and executes routine daily maintenance and custodial care of all Town buildings. In addition, it formulates long-range building-related capital needs, including cost estimates and feasibility assessments, for planning purposes.

Buildings cared for and maintained by the Municipal Building Maintenance Board include: Town Hall, Public Safety Building, Highland Avenue Fire Station, Public Library, DPW Main Building, Ridge Hill Reservation (3 buildings), Carleton Pavilion, Stephen Palmer (Council on Aging), Needham High School, Pollard Middle School, Newman Elementary School, Mitchell Elementary School, Hillside Elementary School, Broadmeadow Elementary School, Eliot Elementary School, High Rock School Building, Emery Grover School Administration Building, and the Daley Maintenance Building.

BUDGETARY DATA FY'00

Salaries	$1,884,214
Purchase of Services	1,410,015
Expenses	265,418
Capital	7,912
TOTAL	$3,567,559

Number of Employees

Full time - 50 Part time - 9

FY'00 HIGHLIGHTS

SCHOOLS:

Painted the entire exterior of the Needham High School and Mitchell Elementary School. Miscellaneous trim and cupola repairs, as well as deleading and asbestos abatement, were included in the project.

"Hands free" style hand washing sinks were installed in the Newman, Hillside, and Eliot Elementary schools' kitchens to comply with a Board of Health requirement.

The Fredie Center at the Needham High School was renovated to serve as the grade offices and the assistant principal's offices. A wall in each of the assistant principal's offices was removed to enlarge the offices. Both offices were painted, carpeting was replaced, and window air conditioners were installed. Electrical outlets and computer cabling was added to the grade offices.

Asbestos-containing floor tile was removed from Pollard Middle School room #260 to resolve a long-standing issue concerning oozing floor tile adhesive. New vinyl floor tile was installed in room #260.

Asbestos-containing floor tile was removed at the Mitchell Elementary School from the front corridor, the 1959 corridor, and classroom #9. New vinyl composition floor tile was installed in its place. The new tile includes center accent striping in the corridors and a bordered "M" design in the front entrance lobby.

The concrete block wall separating classrooms #22 and #23, at the Mitchell Elementary School, was shored up after major structural cracks were discovered in the wall in August of 1999. Tubular steel posts were placed on both sides of the wall at four foot intervals then bolted through the wall and welded to the roof joists. Gypsum wall boards covered the steel posts for the entire school year.

At the Hillside Elementary School, all of the discolored Plexiglas window panes were replaced with glass window panes on the west facing elevation of the 1961 (original) portion of the building. In all, eleven rooms were involved.

Approximately 40 feet of asbestos-containing pipe insulation was removed at the Broadmeadow Elementary School from a sub-slab crawlspace. The removal of this pipe insulation was one of the recommendations in last year's A.H.E.R.A. three-year asbestos reinspection.

At the Emery Grover School Administration building, asbestos-containing floor tile was removed from the Curriculum Center room. New vinyl composition floor tile was installed in its place.

In order to prevent the repeated seasonal flooding of the Newman Elementary School rear wing sub-slab tunnel which causes pumps and controls to fail, a trench of approximately 100 feet in length and 6 feet in depth was excavated from the rear corner of the building outside of Room #115 around the corner, past the door used for recess, terminating in the Hillside past room #119 and discharging to the rear playfields. The trench bed was lined with stone before six inch PVC drain piping was laid over the stone. The entire trench was backfilled and the area loamed and seeded.

TOWN HALL:

Removable front entrance galvanized wrought iron railings were installed at the Town Hall.

Carpeting was replaced in the Selectmen's main office, reception area, coffee area of the Selectmen's offices and the Town Clerk's office at the Town Hall.

Interior painting was done in the Selectmen's offices, Town Clerk's offices, and the Assessor's offices at Town Hall..

Eight copper downspouts on the Town Hall were replaced. The old downspouts were split at the seams beyond the point that standard soldering repairs could resolve.

OTHER TOWN BUILDINGS:

Installed "sixteen ounce" copper siding and cap flashing over the existing masonry block chimney on the DPW to prevent water intrusion.

Provided rough and finished "electrical" installation and relocated and extended fifteen fire sprinkler heads and trim bezels in the newly constructed engineering offices and adjacent storage area in the DPW building.

Cleaned out the oil/water separator tank at the Chestnut Street Fire Station. Three hundred fifty gallons of liquid and 2000 pounds of solids were removed from the tank and disposed of by an environmental remediation contractor.

Cleaned out three oil/water separator tanks at the Highland Avenue Fire Station. 953 gallons of liquid and 3,500 pounds of solids were removed from the tanks and disposed of by an environmental remediation contractor.

Made small scale renovations to the dispatch room at the Chestnut Street Fire Station, including: patching and painting walls, cleaning up wiring and electrical circuits, replacing the drop ceiling with an acoustical ceiling, replacing the vinyl base board, and replacing the window blinds.

Installed screening on the entire front and rear soffit lengths and chimney cap of the Ridge Hill main function building to prevent the entry of squirrels and other small animals or rodents.

New telephone systems were installed at the Public Library, Council on Aging, Highland Avenue Fire Station, Emergency Management Building (60 Dedham Avenue), Public Safety Building, Town Hall, DPW, Pollard Middle School, Hillside Elementary School, Broadmeadow Elementary School, Eliot Elementary School, Emery Grover School Administration Building, and the Daley Maintenance/Warehouse Building.

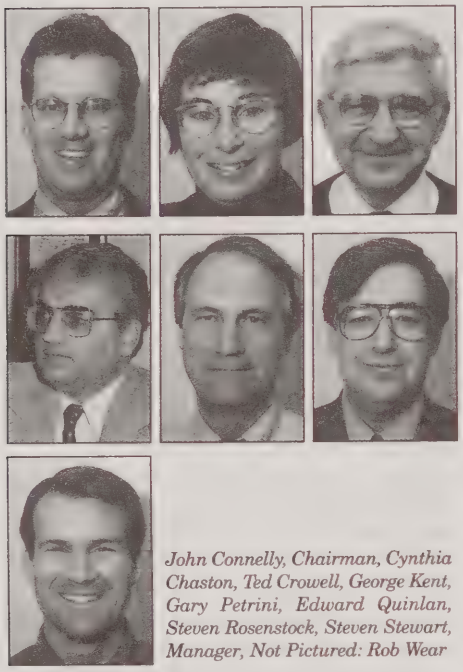
Repaired a roof leak at the Police Station by removing several feet of balustrade, caulking a valley location, and reinstalling the balustrade.

FY'01 FORECAST

The Municipal Building Maintenance Board anticipates the continuation and refinement of the custodial training practices and procedures begun in FY'99 by means of active, hands on, training and supervisory methods and techniques.

PUBLIC FACILITIES

PERMANENT PUBLIC BUILDING COMMITTEE



John Connelly, Chairman, Cynthia Chaston, Ted Crowell, George Kent, Gary Petrini, Edward Quinlan, Steven Rosenstock, Steven Stewart, Manager, Not Pictured: Rob Wear

PURPOSE

The Permanent Public Building Committee ("PPBC") members were appointed in June, 1996 to be responsible for the construction, reconstruction, enlargement or alteration to buildings owned by the Town or on Town property. The PPBC is responsible for working with the individual user agencies as the need for a project, and/or a feasibility study, becomes established.

BUDGETARY DATA FY'00

Number of Employees; Full time - 1;
Part time - 1

Salaries	$68,637
Purchase of Services	$1,500
Expenses	$2,800
Capital	$0
Total	$72,937

FY'00 HIGHLIGHTS:

The following is a summary of completed or ongoing projects the PPBC has supervised during the 2000 fiscal year (July 1999 to June 2000). Most of these projects were initiated during the 1999 fiscal year.

Name	*Project Status*
Newman Elementary (Phase IIa)	Complete
Authorization	*Budget Status*
5,800,000	$128,000 under
Contractor	*Project Mgr.*
Maron	PPBC

The Newman School Renovation Project was split into two phases in order to allow the major work to occur when students were not present. The work that occurred during the summer of 1999 encompassed those items required by the School Building Assistance Board, the recarpeting of several rooms and some items from the original work scope that were added back to the project.

Name	*Project Status*
Mitchell School Boiler Rm. Renov.	Complete
Authorization	*Budget Status*
$365,000	$11,571 under
Contractor	*Project Mgr.*
J.A. Marino	PPBC

This project entailed the replacement of a boiler, the installation of a water heater and associated piping and controls in the boiler room of the Mitchell School, and associated steam traps and valves throughout the school. This renovation work was significant in resolving heating problems in the school.

Name	*Project Status*
High School Gym Roof Replacement	Complete
Authorization	*Budget Status*
$210,000	$41,329 under
Contractor	*Project Mgr.*
Belcour	Gale Assoc.

This project entailed the replacement of the roof over the High School gym.

Name	*Project Status*
Pollard HVAC Modification	Complete
Authorization	*Budget Status*
$360,000	$1,000 under
Contractor	*Project Mgr.*
Preferred Contractors	Kimball

This project was designed to address all ventilation deficiencies noted during air balancing work of 1998. Accordingly, this included the replacement of some existing, and installation of some new, exhaust fans, the installation of air conditioning in a computer room, the installation of new gym air handling equipment, automatic controls for fan operations and the air balancing of all areas previously found to be deficient. During the summer of 2000 air conditioning was added to the music room.

Name	*Project Status*
Water Treatment Facility	Complete
Authorization	*Budget Status*
$6,635,000	$121,000 under
Contractor	*Project Mgr.*
Harding & Smith	CDM

This project involved the engineering, design and construction of a water treatment facility off Charles River Street on the Needham/Dover/Wellesley border. This facility now filters all the drinking water for the Town that comes from the 3 wells in this area. During the last year final adjustments were made to incorporate certain requirements of the Department of Environmental Protection and the PPBC to optimize the performance of the facility. This additional work should be complete by fall 2000.

Name	*Project Status*
West Street Pump Station	Complete
Authorization	*Budget Status*
$2,600,000	$273,000 under
Contractor	*Project Mgr.*
Waterline	PPBC 6/98-1/99 CDM 2-9/99

This project involved the engineering, design and construction of a new wastewater pump station on West Street. During last year final adjustments were made to optimize the use of the station.

Name	*Project Status*
High School Gym Renovation	Design complete
Authorization	*Budget Status*
$25,000	under
Architect	*Project Mgr.*
CSS Architects	PPBC

This project involved the design of general upgrades to the High School Gym.

Name	*Project Status*
High School Audit. Renovation	Design complete
Authorization	*Budget Status*
CSS Architects	under
Architect	*Project Mgr.*
$25,000	PPBC

This project involved general upgrades to the High School Auditorium.

Name	*Project Status*
High School HVAC Design	Underway
Authorization	*Budget Status*
$225,000	under
Engineer	*Project Mgr.*
Thompson Consultants	PPBC

This design is scheduled to complete this fall and go to bid in the winter.

Name	*Project Status*
Eliot Site Feasibility Study	Complete
Authorization	*Budget Status*
$40,000	under
Architect	*Project Mgr.*
DiNisco	PPBC Design

This project involved the assessment of geotechnical, site access and traffic flow patterns to evaluate the feasibility of building a new scho

on the present site.

Name	*Project Status*
Eliot School Design	Complete
Authorization	*Budget Status*
$400,000	$41,000 under
Architect	*Project Mgr.*
DiNisco Design	PPBC

This project involved the evaluation of existing conditions and then the work of schematic and formal design development drawings for school renovation and expansion.

Name	*Project Status*
Broadmeadow Design	Complete
Authorization	*Budget Status*
$400,000	$29,000 under
Architect	*Project Mgr.*
DiNisco Design	PPBC

This project involved the evaluation of existing conditions and then the work of schematic and formal design development drawings for school renovation and expansion.

FY'01 FORECAST

The following is a summary of ongoing projects the PPBC is currently supervising. These projects are all expected to be completed within the 2001 fiscal year (July 2000 to June 2001).

Name	*Project Status*
High School Gym/ Auditorium Renov.	Gym by 10/00 Audit by 11/00
Authorization	*Budget Status*
$1,474,500	under
Contractor	*Project Mgr.*
Maron	PPBC

This project involves general upgrades to the High School Gym including new bleachers, ceiling, lighting and ventilation equipment, electrical and fire alarm systems, painting and floor refinishing. The Auditorium will have new ventilation with air conditioning, lighting, electrical and fire alarm upgrades, painting, re-carpeting and new seating.

Name	*Project Status*
High School HVAC Renovation	To go to bid in November 00
Authorization	*Budget Status*
$3,050,000	n/a
Contractor	*Project Mgr.*
None yet	PPBC

This project is scheduled to go out to bid in winter and involves the upgrade of the existing steam heating system throughout the school and conversion of steam heating system to a hot water heating system for the "A" building (administration, B/C gyms and Auditorium).

Name	*Project Status*
Eliot School Construction	To go to bid in January 2002
Authorization	*Budget Status*
$14,500,000	n/a
Contractor	*Project Mgr.*
None yet	PPBC

This project involves the demolition of the existing Eliot Elementary School and construction of a new Eliot Elementary School.

Name	*Project Status*
Broadmeadow School Expansion	To go to bid in January 2001
Authorization	*Budget Status*
$15,550,000	n/a
Contractor	*Project Mgr.*
None yet	PPBC

This project involves the renovation and expansion of the Broadmeadow Elementary School and the work of securing all materials needed is scheduled to begin this winter.

Name	*Project Status*
High Rock Renovation	underway
Authorization	*Budget Status*
$207,000	n/a
Contractor	*Project Mgr.*
None yet	PPBC

This project involves the renovation of the High Rock Elementary School to accommodate the relocation of students from the Broadmeadow Elementary School during the time of Broadmeadow reconstruction work.

Name	*Project Status*
Newman Pre-School	underway
Authorization	*Budget Status*
$400,000	n/a
Contractor	*Project Mgr.*
None yet	PPBC

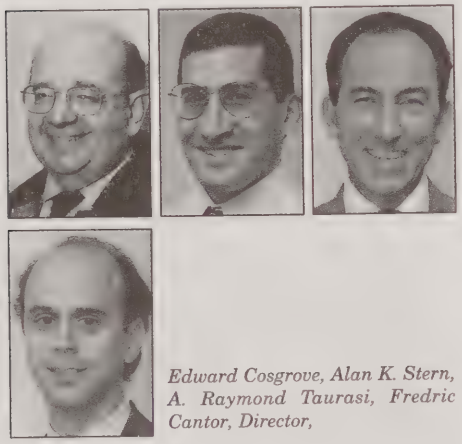
This project involves the renovation of the Newman Elementary School in order to accommodate the relocation of the Integrated Preschool program from the High Rock Elementary School to the Newman Elementary School.

It has been another challenging year for the PPBC. Successes in bringing projects in on time and within budget have been achieved through the hard work of all PPBC members and the cooperation by the user agencies.

Korean War Memorial - erected at Memorial Park by the Korean War Semicentennial Committee

HUMAN SERVICES

BOARD OF HEALTH



Edward Cosgrove, Alan K. Stern, A. Raymond Taurasi, Fredric Cantor, Director,

Elected by the citizens of Needham, the Board of Health is empowered by the Massachusetts General Laws to enforce state and local public health and environmental regulations. The mission of the Board of Health is to preserve, protect and improve the public health and social well-being of the citizens of Needham by promoting health and preventing disease and environmental pollution.

BUDGETARY DATA:

Salary	$235,130
Expenses	7,685
Total	**$242,815**

	Number of Employees	Grant-Funded Employees	TOTAL
Full-time	4	1	5
Part-time	3	3	6

MENTAL HEALTH / MENTAL RETARDATION/ EMERGENCY SHELTER

Mental Health Agencies	$25,661
Charles River Industries	4,580
Total	**$30,241**

RECEIPTS

Clinics	$5,976
Misc	$253
Permits	$35,251
Traveling Meals	$41,103
TOTAL RECEIPTS	**$82,583**

HEALTH CARE AND HUMAN SERVICES

PUBLIC HEALTH NURSING/ HUMAN SERVICES:

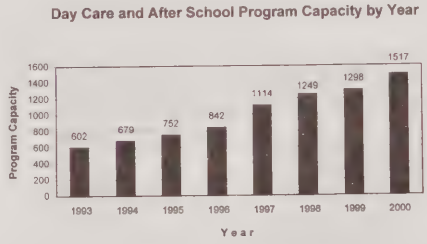
The Public Health Nurses represent the Board of Health on 13 Needham committees/coalitions that include co-chairing the Domestic Violence Action Committee, the Community Wellness Collaborative, and the Early Childhood Council. Janice Berns was recognized by the Community Wellness Collaborative with the Wellness "Beacon Award" in May. Donna Vigliano is the new part time Public Health Nurse.

The Public Health Nurses continue with disease investigation and surveillance within the community, offer advocacy, consultation, counseling, outreach/case finding, health promotion, screening and immunizations. Health Education /Provider Education is a major focus of the nurses with 18 newspaper articles and 4 presentations made to the community.

The Public Health Nurses license and conduct health and safety evaluations of the nursery schools, day care program, after-school programs, summer camps and tanning parlors within the community. They coordinate human service programs such as the Federal fuel Assistance program, the Good Neighbor Programs, the Salvation Army Local Unit and coordinate assistance with other local agencies and churches. The Public Health Nurses also administer the food stamp program for the elderly and the disabled in the community.

SENIOR SAFTE

The public health nurses coordinate the Senior **S**afety **a**nd **F**ood **T**raining and **E**ducation Program (Senior SAFTE) with the Traveling Meals program coordinator. In the first year of the program over 100 home visits were conducted to review nutrition, medication management and safety issues with this high risk population. Senior SAFTE's goal is to keep Needham's elders living safely in their homes.



The following communicable disease statistics represent those reported during the last three years, along with some of the screening programs and activities that the nurses performed during the year:

Communicable Disease	FY98	FY99	FY00
Campylobacter	12	5	5
Cryptosporidia	0	0	1
E-Coli	0	1	0
Giardiasis	5	6	5
Group A Strep	0	1	0
Hepatitis A	1	0	0
Hepatitis B	3	1	6
Hepatitis C	1	1	3
Kawasaski	0	0	1
Legionellosis	0	1	0
Listeria	0	1	0
Lyme Disease	2	3	5
Meningitis	0	1 (viral)	1 (bacterial)
Pertussis	2	10	5
Rabies (animals)	1	2	
Salmonellosis	9	6	10
Shigellosis	4	3	
Tuberculosis	0	1 (Pulmonary)	1

Animal Bites (10-day quarantine)			
Cats	7	11	6
Dogs	20	9	15
Other	2	2	3

Animals Quarantine for Exposure to Potentially Rabid Animals	
Cats (45 day quarantine)	58
Cats (6-month quarantine	10
Dogs (45 day quarantine)	5

Screening Programs:			
Colo-Rectal Cancer	64	65	76
Employee Office Visits	490	387	461
Glaucoma	52	36	30
Hearing	150	159	160
Mantoux Testing	291	291	360
Pb(lead) Blood Test	10	7	4
Pediculosis Screening	98	72	5
Police Weight Screening		38	47
Skin Cancer Screening	61	71	53
Vision	150	159	160
Wellness Office Visits	1787	1609	1720
Health Telephone Consults	1957	1579	2295
Wellness Clinic —Visits	232	214	218

Immunizations:			
Hepatitis B	264	157	115
Influenza (doses administered and distributed)	3000	3400	4000
Other Immunizations administered	62	76	99
Local Area Vaccine Distribution Doses	20,083	20,278	24,06

Licensed Facilities:			
Day Camps	6	6	6
Inspections	15	24	18
After School Day-Care	8	9	10
Day Care Facilities	14	14	15
Total Enrollment-	1306	1345	1517
Inspections	113	91	110
Tanning Parlors	4	5	3
Inspections	11	11	8

Assistance and Human Service Program			
Coordinate Local Assistance (families)	128	143	137
Federal Energy Assistance (families)	98	87	82
Health Guidance Home Visits	52	83	138
Salvation Army/ Good Neighbor (families)	31	25	28

MENTAL HEALTH AND SUBSTANCE ABUSE:

The Town of Needham supports funding Riverside Community Care for both childr and adults as a payor of last resort for ment health and related services. Althou Riverside's catchment area includes 23 oth

communities, many of Riverside's programs and services are located and delivered within the Town of Needham. The range of services provided in FY00 include:

- The Needham Outpatient Center provided individual, group, and/or family counseling and medication services to 180 Needham residents last year for problems such as depression, domestic violence, child abuse, substance abuse, and other issues.
- New Multi serves teens and their families who are facing crises with alcohol and drug abuse, escalating family conflict, eating disorders or serious emotional problems. New Multi intensively served 11 Needham adolescents last year who were at risk of hospitalization or residential placement.
- The Life Skills Center provided intensive day services to 5 Needham adolescents last year temporarily unable to function in a school setting due to severe emotional problems.
- The Riverside Emergency Service continues to provide 24 hour, seven day a week mobile support to Needham residents with mental health or substance abuse emergencies.
- The Riverside Early Intervention Program provided service to 70 developmentally at-risk Needham children, age birth to three years.
- The Riverside Family Partnership offers short-term therapeutic treatment options for youth residing at home, in residential programs, and in hospitals. Last year, 4 Needham families received services through the Family Partnership.

MENTAL RETARDATION / DEVELOPMENTAL DISABILITIES:

The Charles River Association for Retarded Citizens, Inc. provides the following services for people with retardation and/or developmental disabilities and their families in the Town of Needham and many surrounding towns:

- Residential Placement–Group Homes; Supported Apartments
- Family Support Social Services and Advocacy
- Recreational and Respite Care Services
- Vocational Training, Job Placement and Support
- Therapeutic Day Services and Senior Citizen Day Supports

For a complete Annual Report contact: Charles River ARC, P.O. Box 920169, Needham, MA 02492 (781) 444-4347 or visit our website at www.crarc.org

PUBLIC HEALTH NUTRITION:

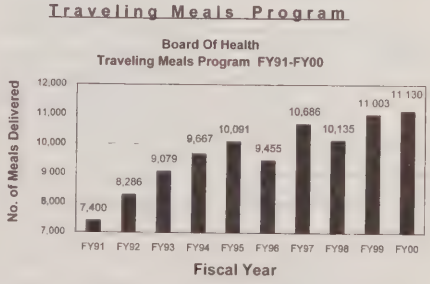
The Public Health Nutritionist's hours were reduced due to budget constraints and can no longer provide weight management classes or nutrition counseling (fee for service) at the Board of Health.

The Public Health Nutritionist is responsible for coordinating the Traveling Meals program that provides a 2-meal package for anyone who cannot shop or prepare meals for themselves.. This home-delivered meal program is now in its 29th year and is available to Needham residents regardless of age or income. Over 11,000 meals were packed and delivered by 80 volunteers this banner year!

The Deaconess-Glover Hospital prepares nutritionally balanced meals that are enjoyed by the participants. The Nutritionist and Chef plan a 2-week cycle menu that changes with the seasons.

TRAVELING MEALS PROGRAM

	FY98	FY99	FY00
Home Visits/ Health Counseling	136	190	93
Total Meals Packed/Delivered	10,135	11,003	11,130
Weekend Meals Delivered	425	405	541
New Participants Joining Program	98	136	164
Emergency Calls to Families when participant did not respond to meal delivery	95	112	405
Police assistance calls initiated by volunteer drivers & Program Coordinator	15	17	8
Total Volunteers Hours	3,002	2,080	2,085
Daily Cost of 2-meal package	$3.67	$3.67	$3.67



The Board of Health received a grant of $11,490 from West Suburban Elder Services to pay for meals for low income clients.

AIDS COMMITTEE

The Town Wide HIV/AIDS committee, formed in 1993, consists of 14 voting members and other volunteers, and represents many town boards and community groups. The mission of the Town wide HIV/AIDS Committee is to educate the community about HIV/AIDS.

Activities have included:

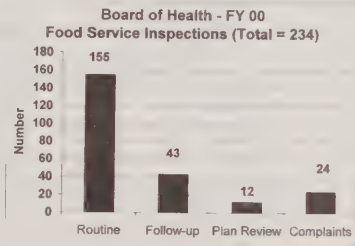
- World AIDS Day Candle Lighting Ceremony;
- Organizing a Team for the AIDS Pledge Walk;
- Hosting the Names Quilt;
- Volunteer commitment to the Boston Living Center;
- Dissemination of educational information and displays;
- Speakers, panels, Adult Education seminars;
- Liaison to Town boards.

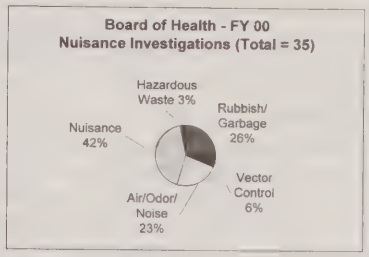
The AIDS Committee welcomes new members and volunteers. Call the Board of Health at 455-7523 for information.

ENVIRONMENTAL HEALTH

Environmental health activities are determined by public demand, legal mandate, complaints, licensure, permit requirements, inquiries, and regulatory enforcement of Board of Health, State Sanitary Code, Department of Environmental Protection, Right-to-Know, and other State and federal regulations. Below is a listing of environmental health permits and field inspections and performed by the Board of Health environmental health agent in FY00.

NOTE: FY00 does not include numbers for the





months of March of April 2000.However–The numbers of routine food service inspections are included for these months.

	FY98	FY99	FY00
Carbonated beverage inspections	1	1	1
Food services-initial and follow-up inspections, plan review, and complaints	180	303	234
Chapter II housing inspections	3	9	27
General nuisance inspections	59	48	35
Rabies Clinics-	3	3	3
Title V system inspections	20	28	54

Title V System installed	7	5	9
Subdivision field inspections	5	4	2
Swimming pool inspections	12	31	18

Licenses & Permit:	**FY98**	**FY99**	**FY00**
Animal Permits	5	4	4
Bottling Plant Licenses	1	1	1
Burial Permits	428	367	381
Funeral Directors Licenses	4	3	3
Food Establishment Licenses	101	107	118
Food Establishment Licenses-Temporary	6	4	4
Mobile			9
Massage Licenses	12	16	12
Semi-Public / Public Swimming Pool Permits	7	5	5
Septic Haulers Permits	7	8	9
Subsurface Sewage Installation Permits	7	7	5
Tobacco Permits	20	21	21

TOBACCO CONTROL PROGRAM

The Needham Board of Health, serving as the lead agency in a tobacco control collaborative for the Boards of Health of Dover, Medfield, Needham, and Westwood, received a $61,565.00 award from the Massachusetts Department of Public Health for a four-town tobacco control program. The Program is supported by the Health Protection Fund established upon passage of voter referendum Question 1 (Tobacco Excise Tax) in November, 1992.

The Program also received additional funding for enforcement as a result of the State receiving money from the Multistate Master Settlement Agreement (MSA) with tobacco manufacturers.

This funding was used for increased enforcement activities including inspection and compliance checks. A mass mailing was sent to every business in the Program's four towns informing them of the Towns' Board of Health regulations governing smoking in the workplace, requesting information about workplaces' smoking policies and offering "Smokefree" signs and technical assistance with policy development.

Key elements of the Tobacco Control Program include:

- Development and enforcement of regulations and laws governing smoking and the prohibition of the sale of tobacco to minors
- Development and enforcement of worksite smoking policies
- Smoking cessation program referrals
- Tobacco use education and prevention

Other program functions include:

- Issuance of permits to sell tobacco
- Inspection of restaurants for compliance
- Inspection of tobacco vendors-tobacco displays and signage
- Compliance Checks (sales to minors)
- Workplace secondhand smoke complaint inspections
- Issuance of fines for violation of tobacco regulations

GRANTS AWARDED / DONATIONS RECEIVED

$61, 565 Tobacco Control Program Grant from the MA Department of Public Health. Needham is the lead community in a four town tobacco control collaborative. Pending legislative approval, BOH was notified grant will be refunded through the year 2000.

$48,630 Tobacco Control Program Grant MA Department of Public Health from Multistate Master Tobacco Settlement Agreement.

$14,125 Human Services: grants and donations from local churches, synagogues and other community organizations to assist needy residents in obtaining fuel, medical, food stamps and other emergency assistance as needed.

$11,490 West Suburban Elder Services grant for individuals in the Traveling Meals Program who are unable to pay the cost of their meal.

$6,400 West Suburban Elder Services to develop a senior safety home visiting program for elder participants on the Traveling Meals Program. The Senior Safety And Food Training and Education Program (Senior SAFTE)

$1,600 FRIENDS of the Needham Board of Health and Traveling Meals Program Inc. The FRIENDS group was formed by Needham residents to assist the Board of Health in raising and obtaining funds for programs no longer fully supported by federal, state and local government programs. Funds are used to assist Traveling Meals clients pay for meals, and to assist residents with fuel, electrical and medical expenses. Participants must meet federal eligibility requirements or have other demonstrated need.

FY'00 HIGHLIGHTS:

For FY00 the Board of Health reports the following highlights: 1) the Needham Public Health Nurse was recognized by the Community Wellness Collaborative with the Wellness "Beacon Award". 2) 2,400 persons participated in the flu immunization clinics and over 1,600 doses were distributed to local nursing homes; and pediatric practices. 3) Capacity in nursery school, day care and before and after school programs licensec by the Board of Health increased by 15% to 1,517; 4) The Board of Health continues to Co-chair and provide primary support for Domestic Violence Action Committee (DVAC); 5) More than 4,233 persons visited or consulted the Board of health for wellness and blood pressure checks, or health information; 6) The Traveling Meals Program delivered over 11,130 meals in FY00, the greatest number of meals delivered in the history of the program; 7) For the first time in eight years, no rabid animals were identified in Needham; 8) 63 pets were placed under a 45-day quarantine and 5 were placed under a 6-month quarantine because of wounds of unknown origin or exposures to suspect rabid animals. 9) 23 pets were quarantined for 10-days after biting humans or other animals to rule out rabies exposure.

- Recipient of $110,200 grant for tobacco control program
- Public health nurse receives Wellness Way Beacon award
- Recipient of $33,600 in grants and community donations for BOH human service programs
- Co-chaired and Primary support for Domestic Violence Action Committee (DVAC)
- 4,000 influenza vaccinations administered and distributed
- 11,130 meals delivered to home bound residents
- 68 pets quarantined for exposure to potentially rabid wild animals

FY'01 FORECASTS:

1) New environmental regulations and decreasing support from federal and state resources continue to require that the board sustain and increase its environmental oversight and training capabilities. For example, with the concern for West Nile virus, the BOH is considering the need for developing new drainage regulations 2) Federal food code to be adopted by Massachusetts in FY01 will require more training of staff and will take more time to complete evaluations of food establishments. 3) Emergent and re-emergent infectious diseases, such as; West Nile virus, Lyme disease, rabies, tuberculosis, E. coli 0157-H7, and the potential for outbreaks, reaffirm the need for strong oversight by the Board of Health and prompt investigation of all disease reports. 4) Traveling Meals Program participation will continue to increase in response to changes in the health care delivery system and an aging population. 5) The Board will increasingly be called upon to address complex and technical health and human service issues.

SITUATION

About 10 miles southwest of Boston
Geodetic position of Town Hall:
Latitude 42° 16' 51.567" North
Longitude 71° 14' 13.048 West

COUNTY: NORFOLK

POPULATION

30,115 (2000 Annual Town Census)

AREA

Approximately 12.75 square miles

ELEVATION

85 Feet above sea level at Rosemary Meadows.
180 feet at Needham Square, 300 feet at Birds Hill.

ASSESSED VALUATION

Residential	3,231,234,857
Commercial, Industrial, Personal	641,280,623

TAX RATE

For the period from 7/ 1/ 00 - 6 /30/01
(per $1,000 of value)

$12.06 - Residential

$19.20 - Commercial / Industrial / Personal

TAX BILLS

Tax bills are issued quarterly. Payments are due on August 1, November 1, February 1, and May 1. If unpaid by due date, interest will be added according to law from the date due to the date payment is made. Motor Vehicle Excise is due thirty days from date of issuance. Water Bills are issued quarterly and are due thirty days from date of issuance.

TOWN HALL

Built in 1902

TOWN MEETING

Representative Town Meeting;
Meets First Monday in May

TOWN CLERK

- Notary Republic
- Justice of the Peace
- Passport Applications

Monday - Friday - 8:30 AM - 5:00 PM
Office open evenings - 2nd & 4th Tuesdays except July and August - 3rd Tuesday 7:30PM -9:00 PM

ABSENTEE VOTING - All elections

Town Election: Second Monday in April

QUALIFICATIONS FOR REGISTRATION AS VOTERS

Must be 18 years of age and a United States Citizen. Registration at Town Clerk's Office, Monday through Friday, 8:30 AM - 5:00PM and second and fourth Tuesday evenings 7:30 - 9:00PM. Special evening registrations of Registrars held preceding elections.

DOG LICENSES

All Dogs must be licensed annually by April 30th
A dog should be licensed when 6 months old.
Proof of rabies vaccination is required

Fee:	Neutered Dogs:	$10.00
	Un-neutered Dogs	$15.00

RABIES IMMUNIZATIONS

All dogs and cats must be vaccinated for rabies.

SENATORS IN CONGRESS

Edward Kennedy:	Phone:	(617) 565-3170
	Fax:	(617) 565-3183
Email:	Senator@Kennedy.senate.gov	
John Kerry:	Phone:	(617) 565-8519
	Fax:	(617) 248-3870
Email:	John_kerry@kerry.senate.gov	

REPRESENTATIVE IN CONGRESS

John J. Moakley:	Phone:	(617) 565-2920
	Fax:	(617) 428-2011
Email:	jmoakley@mail.house.gov	

STATE SENATOR

Cheryl Jacques:	Phone:	(617) 722-1555
	Fax:	(617) 722-1054
Email:	CJacques@senate.state.ma.us	

REPRESENTATIVE IN GENERAL COURT

Lida E. Harkins:	Phone:	(617) 722-2263
	Fax:	(617) 722-2750
Email:	Rep.LidaHarkins@state.ma.us	

EMERGENCY 911

POLICE	**911**
FIRE / AMBULANCE	**911**
Abused Women Hotline	617-471-1234
Poison Center Hotline	617-232-2120
Suicide Prevention Hotline	617-247-0220
Child Abuse Hotline	781-843-7010
Rape Hotline	781-326-1111
POLICE TTY	**444-5434**
HOSPITAL	**433-3000**
Gas Leak	1-800-572-9337
Power Outages	1-800-592-2000
Sewer Line Backups	Consult Yellow Pages
Street Light Outages	1-800-785-4837
Tree Limbs on Wires	617-262-4700

TOWN OFFICES

FIRE DEPARTMENT
88 Chestnut Street
Emergency: 911
Phone: 455-7580
Fax: 444-2174
Hours: 24 hours a day

POLICE DEPARTMENT
99 School Street
Emergency: 911
Phone: 455-7570
TDD 444-5434
Fax: 444-3460
Hours: 24 hours a day

PUBLIC LIBRARY
1139 Highland Avenue
Phone: 455-7559
Fax: 455-7591
Hours: M-Th: 10 am - 9pm
Fri: 10 am - 5:30pm
SAT: 9am - 5pm
SUN: 1-5pm (Sept-May)

PUBLIC WORKS
470 Dedham Avenue
Phone: 455-7534
Fax: 449-9023
Hours: Mon-Fri 8:30 am -5:00 pm

SENIOR CENTER
83 Pickering Street
Phone: 455-7555
Fax: 455-7599
Hours: Mon-Fri 9am -4pm
Sunday: 11:30 - 3:30

TOWN HALL
1471 Highland Avenue
Phone: 455-7500
Fax: 449-4569
TDD: 455-7558
Hours: Mon-Fri 8:30 am- 5 pm
Town Clerk - Evening Hours
2nd and 4th Tues: 7:30 - 9pm

SCHOOL ADMINISTRATION
1330 Highland Avenue
Phone: 455-0400
Fax: 455-0417
TTY: 455-0424
Hours: Mon-Fri 7:45am-4:00pm

Needham High School
609 Webster Street
Pollard Middle School
200 Harris Avenue
Broadmeadow School
120 Broadmeadow Road
Eliot School
135 Wellesley Avenue
High Rock School
77 Ferndale Road
Hillside School
28 Glen Gary Road
Mitchell School
187 Brookline Street
Newman School
1155 Central Avenue

BOARD/COMMITTEE MEETINGS

Board of Assessors	Mondays	7:00 PM	Town Hall
Board of Health	3rd Friday	7:00 AM	Town Hall
Board of Selectmen	2nd and 4th Tuesdays	6:45 PM	Town Hall
Conservation Commission	2nd and 4th Thursdays	7:30 PM	DPW Conference Room
Council on Aging	1st Thursday	7:30 PM	Senior Center
Library Trustees	2nd Tuesday	7:30 PM	Library
Memorial Park Trustees	4th Tuesday	7:30 PM	Memorial Park Building
Park and Recreation	2nd and 4th Mondays	7:00 PM.	Town Hall
Planning Board	1st and 3rd Tuesdays	7:30 PM	Town Hall
School Committee	1st and 3rd Tuesdays	7:00 PM	Newman School
Youth Commission	2nd Wednesday	5:30 PM	Town Hall

SCHOOL CLOSINGS: When weather conditions cause schools to be closed or to delay their openings, *PLEASE DO NOT CALL THE SCHOOL DEPARTMENT, POLICE DEPARTMENT, OR FIRE DEPARTMENT.* Announcements are made on Cable Channel 3, local television stations, and local radio stations.

ASSESSORS **455-7507**
Town Hall, Main Floor
- Exemption Applications
- Motor Vehicle Excise Questions
- Property Assessments
- Tax Rate Information

BOARD OF HEALTH **455-7523**
Town Hall, Second Floor
- Communicable Disease Info/Surveillance
- Day care Center: Inspections, Licenses and Health Evaluations
- Domestic Animal Permit
- Domestic Violence Issues
- Environmental Health Concerns
- Food Establishment Permits/Complaints
- Food Sanitation Training Programs
- Food Stamps: for the Elderly + Disabled
- Fuel Assistance Program
- Health Screening: Blood Pressure, TB, Lead, Glaucoma, Skin / Colo-rectal Cancer
- Home Visits: Health Counseling by Nurse / Nutritionist
- Housing: Requirements for Safe and Sanitary Housing
- Immunizations + Influenza Clinics
- Lead Paint Determinations
- Maternal and Child Health Services
- Mental Health Services/Referrals
- Mental Retardation Services
- Nuisance and Sanitation Complaints
- Rabies Vaccination Clinics: dogs / cats
- Subsurface Sewage Disposal: Permits and Information on Location
- Tobacco Control Program
- Traveling Meals Program
- Vaccine Depot

BOARD OF APPEALS **455-7500**
- General Information

BUILDING DEPARTMENT **455-7542**
470 Dedham Avenue
- Building Permits
- Building Information
- Demolition Permits
- Gas Permits
- Occupancy Permits for Business
- Plumbing Permits
- Relocating Structure Permits
- Roofing Permit
- Sealer of Weights and Measures
- Sign Permits
- State Inspections
- Swimming Pool Permits
- Tent Permits
- Vinyl Siding Permits
- Second Water Meters (outside metering)
- Wiring Permits
- Woodstove Permits
- Zoning By-law Enforcement/Questions

COMMISSION ON DISABILITIES **455-7512**
- American with Disabilities Act Coordinator
- Handicapped Parking Signs

CONSERVATION COMM. **455-7589**
470 Dedham Avenue
- Wetlands Information

COUNCIL ON AGING **455-7555**
83 Pickering Street / Senior Center
- Friends of Needham Elderly
- Newsletter: Senior COMPASS
- Senior Crisis Intervention
- Senior Health Benefits (SHINE)
- Senior Information/Referral
- Senior Lunch Program
- Senior Transportation: The RIDE
- Saturday DIAL-A-RIDE Service
- Social Security Information/Referral
- Sunday Program
- Programs & Activities Mon - Friday;
- Volunteer Opportunities

EMERGENCY MANAGEMENT SERVICES **455-7565**
- Emergency Shelter: Pollard School

EMERGENCY MEDICAL SERVICES **911**

FIRE DEPARTMENT **911**
88 Chestnut Street
- Emergency Medical Services 911
- Non Emergency 444-0142 or 455-7580
- Burning Permits (1/15 - 5/1)
- Fire Prevention
- Fire Inspection - Smoke Detectors
- Sprinkler Installation
- Underground Fuel Tank Permits

HOUSING AUTHORITY **444-3011**
28 Captain Robert Cook Drive

HUMAN RIGHTS COMMITTEE **455-7500**
- General Information

LIBRARY **455-7559**
1139 Highland Avenue
- Assistive Equipment for Physically Challenged People
- Books
- Book Discussion Series
- Books-on-Tape
- Books by Mail to the Homebound
- Business Room
- Cassettes, CDs
- CD-ROM Products
- Community Room
- Community Information and Referral Databases
- Dial-Up Access
- Exhibits
- Friends of Needham Public Library
- Friends' Book Sales
- Genealogy and Local History
- Guest Lecturers
- Handicapped Accessible
- Information and Reference Services
- Inter-Library Loan
- Internet Connection
- Language Tapes
- Large Print Books
- Magazines and Newspapers
- Minuteman Library Network Member
- On-Line Catalog Instruction
- Photocopy Machine
- Puzzles
- Story Hours/Children's Programs
- Tax Forms
- Town Archives
- Videocassettes
- World Wide Web Classes

PARK AND RECREATION **455-7521**
Town Hall, Second Floor
- Recorded Information 444-7212
- Arts in the Parks / Children's Theater
- Field / Park Administration
- Field / Playground Permits
- Mountain Biking Information
- Outdoor Skating Information
- Parent Guide to Children's Resources
- Playground Areas
- Program Information/Registration
- Rosemary Pool Passes
- Seasonal Employment
- Sports Kit Rental
- Sports Organization Information
- Tennis Court Passes
- Trail Maps
- Volunteer Opportunities
- Walking Information

PARKING CLERK INFORMATION **455-7500**
Parking Ticket Hearings are held at Town Hall
Tuesdays 8:00 AM - 10:00 AM
6:00 PM - 8:00 PM

PERSONNEL **455-7530**
Town Hall, Second Floor
- Civil Service Exam Information
- Town Employment Opportunities

PLANNING BOARD **455-7526**
Town Hall, Second Floor
- Flood Maps
- Planning Board Meeting Agendas
- Site Plan Permits
- Subdivision Plans

Zoning By-Law Information
Zoning Map Information

POLICE DEPARTMENT 911
99 School Street
Non Emergency 455-7570
Animal Control 455-7570
Bicycle Registration
Firearm Permits
Town Emergencies (non business hours)
School Safety Questions

PUBLIC WORKS DEPARTMENT 455-7534
470 Dedham Avenue
Emergency (non office hours) 455-7570
Field/Park Maintenance
Garbage Collection Information (food waste only)
Household Hazardous/Waste Collection
Parking Regulations
Pothole Repairs
Public Tree Maintenance
Rubbish or Solid Waste/Recycling
Second Water Meters (outside metering)
Sewer Connections
Sewer Main Blockages
Snow Removal Regulations
Street/Sidewalk Resurfacing Information
Transfer Station
Traffic/Parking
Water Connections
Water Leaks
Water Main Replacement
Water Quality

RIDGE HILL RESERVATION 449-4923 / 449-4834
463 Charles River Street
Facility Rental Information
Fit Trail and other trails/Picnic Areas
Rangers

SCHOOL ADMINISTRATION 455-0400
1330 Highland Avenue
Adult and Continuing Education
Art: K-12
Athletics
Community Classroom Program
Computers: K-12
Elementary After School World Language Program
Elementary Interactive Spanish Pilot Program
English as a Second Language (ESL)
Kindergarten After School Enrichment (KASE)
Literary Publications
METCO
Minuteman Regional Vocational Technical High School 861-6500
Music: K-12
Physical Education: K-12
Remedial Reading
Science Center
Special Education: Preschool-12
Student Exchange Programs
Summer School

SELECTMEN'S OFFICE TOWN ADMINISTRATOR 455-7512
Town Hall, Main Floor
General Information 455-7500
Alcoholic Beverage License
Appointments to Boards/Committees
Automatic Amusement Device License
Block Party Permits
Bowling Alley/Billiards/Pool License
Class I - Dealer License
Class II - Used Cars License
Common Victualer License
Entertainment License
Public Hearings / Utilities/ Fuel Storage
Second-Hand License
Selectmen's Meeting Agendas
Town Meeting Information

TOWN CLERK 455-7510
Town Hall, Main Floor
Absentee Ballots
Appointed Committee Members Listing
Birth Certificates
Business Certificates
Census Information/Jury List
Certification of Petitions/Nominations
Death Certificates
Dog Licenses
Elected Officials Current Listing
Fishing and Hunting Licenses
Justice of the Peace
Marriage Licenses/Certificates
MA Income Tax Forms
Nomination Papers
Notary Public
Passport Applications
Raffle Permits
Residential Street Listing
Sale of Zoning By-laws
Sale of Design Guidelines
Voter Registration

TREASURER/ TAX COLLECTOR 455-7504
Town Hall, Main Floor
Ambulance Bill Payments
Betterments
Garbage Collection Registration/Payments
RTS / Disposal Area Stickers
Motor Vehicle Excise Tax Payments
Municipal Lien Certificates
Parking Ticket Payments
Real Estate Information/Payments
Water/Sewer Bill Payments

VETERANS SERVICES 455-7532
Town Hall, Second Floor
All Veteran Benefits
Discharge Papers Recorded
Flags and Holders for Graves
Headstones and Grave Markers
Veterans Assistance

YOUTH COMMISSION 455-7518
Town Hall, Lower Level
Active Parenting of Teens Program
Babysitter Training Seminars
Books and Bridges
Community/ Service Restitution / Diversion Program
Counseling: Individual Group and Family
Extreme Looks Groups
Harassment / Bullying Workshops
LINCS Program/Loss Information/Support
Parenting Education and Information
Peer Tutoring Program
Project Van - Volunteer Program
Ray of Hope Program
SAVE Seminars
Speakers Bureau
Students Against Destructive Decisions
Substance Abuse Awareness Program
Teen Dating Violence Seminars
Youth Employment: Residential/Business
Youth Source - Newsletter
Workshops on Adolescent + Family Issues

PRECINCT VOTER LOCATIONS
A map is available at the Town Clerk's Office.

PRECINCT LOCATION OF POLLS

A	Hillside School 28 Glen Gary Road
B	Hillside School 28 Glen Gary Road
C	Newman School 1155 Central Avenue
D	High Rock School 77 Ferndale Road
E	Pollard Middle School 200 Harris Avenue
F	Stephen Palmer Senior Center 83 Pickering Street
G	Broadmeadow School 120 Broadmeadow Road
H	Broadmeadow School 120 Broadmeadow Road
I	Mitchell School 187 Brookline Street
J	Mitchell School 187 Brookline Street

DEPARTMENT OF VETERANS SERVICES

John J. Logan, Jr., Director

PURPOSE:

- To carry out functions assigned to the office by Chapter 115 of the General Laws of Massachusetts for the towns of Needham and Dover.
- To keep a depository of discharges and records of veterans
- To oversee the disbursements of veteran's benefits to veterans and their families
- To see that all veterans' graves have a flag on them for Memorial Day
- To see that all veterans' graves in Needham are kept and cared for
- To help veteran's families in completing VA forms to acquire pensions, insurance and other benefits to which they are entitled
- To insure that veterans who die without funds are properly interred.

BUDGETARY DATA:

Salaries:	$ 42,840.00
Expenses:	3,050.00
Veterans' Benefits:	30,000.00
Purchase of Services:	300.00
Total	$ 76,190.00

FY'00 HIGHLIGHTS:

- The Memorial Day Parade
- Veterans' Day Ceremonies at Memorial Park
- Decorating 1500 veterans' graves at St. Mary's and Needham Cemeteries for Memorial Day
- Sponsored, coordinated, and participated in the 50th Anniversary of the Korean War. This is an ongoing effort to honor those who served and to honor those who gave their lives, over the next three years.

YOUTH COMMISSION

John Romeo, Deborah Winnick, Jon Mattleman, Director. Not pictured: Tom Lambert, Barbara Popper, Lorene M. Whyte

PURPOSE

The mission of the Needham Youth Commission is to provide leadership and a community focus on youth and family issues and to promote community wellness by: Identifying and addressing youth and family needs; Advocating for youth and family interests; Partnering with other youth and family serving agencies; Developing and implementing quality programs and services; and Educating and communicating with the public regarding youth and family issues.

The Needham Youth Commission operates as a mental health resource offering a wide array of confidential clinical and programmatic services to children, adolescents, and families. While the Youth Commission's services are reaching more people and having a greater impact, it is clear that the need for such services far outstrips the department's resources; thus, many in Needham are not receiving support. The Youth Commission has worked diligently to construct meaningful services designed to meet the increasing and ever-changing needs of the Needham community.

BUDGETARY DATA

Salaries	$ 151,788
Purchase of Service	$ 2,800
Expenses	$ 1,990
Total Department Budget	$ 156,578

Number of employees:
3 full-time, 1 part-time, 3 interns (unpaid)

FY'00 HIGHLIGHTS:

SAVE Program: (**S**eminars on **A**nger and **V**iolence **E**ducation): The issues of "Anger" and "Violence" are not new to youth; teens live in a culture where these topics are on constant parade. Prior to graduation from elementary school, a young person will witness 100,000 acts of violence on television alone. The SAVE Program, funded by the Tolman Trust Fund, worked with elementary school students teaching anger/violence prevention and intervention techniques. SAVE utilized the visual model of an "Escalator" as students charted how anger can "escalate" from a benign situation to one which can spiral out of control. Over the course of the past year, the SAVE Program worked with more than 150 elementary school students.

LINCS Program: The LINCS Program (**L**oss **IN**formation and **C**ommunity **S**upport) was designed in collaboration with the Needham Public Schools and was funded by the Tolman Trust Fund. LINCS' mission was to assist youth in addressing the frequently upsetting, overwhelming, and confusing issue of "loss." This included, for example, the death of a parent or grandparent, the separation/divorce of parents, the loss of a cherished pet or possession, or the break-up with a boyfriend/girlfriend. Loss is a topic youth will be dealing with more and more as they get older, and it is critical to understand the impact loss can have upon a young person's academic, physical, social, and emotional well-being. The LINCS program engaged more than 300 youth in FY 2000.

Parenting Program: This program was created to encourage parents to continue to develop their parenting skills. Over the course of the past three years more than 500 parents have attended presentations by Dr. Robert Brooks on a variety of child-rearing issues. In addition more than 200 parents have completed the Youth Commission's 12-hour "Active Parenting of Teens" groups.

Employment and Volunteer Programs: The Employment Program consists of two primary services: 1) Youth are linked with residents and provided around-the-home support in the form of babysitting, yard-work, and snow removal; and 2) Youth investigated employment opportunities in local businesses such as offices and restaurants. Additionally, the Volunteer Resource Directory was created to inform youth of area volunteer opportunities. In FY 2000 these programs fielded 469 inquiries.

Individual/Family Counseling: The Masters level clinicians on staff are skilled at working with youth and their families experiencing difficulties with issues such as family discord, loss, drugs, alcohol, stress, and other mental health concerns. Who uses these counseling services? They are neighbors, cousins, children, and friends; they are people with no health insurance or expired health insurance; they are people who are grappling with either a short or long-term problem; and mostly, they are people who have the hope and determination that life can bring greater satisfaction and reward. Perhaps the most frightening area of concern is that young people are encountering more complex issues at a younger age. It is not unusual to work with an elementary age youth coping with a significant loss, a middle school student coping with parental alcohol use, or a high school student with a serious drug problem. In the past year 707 hours of counseling hours were provided to Needham youth and their families.

Group Counseling: Group counseling is a practical and effective mode of treatment and allows the staff the opportunity to interact with greater numbers of people. Group intervention offers a unique opportunity for young people to learn about issues which effect their peers and to receive feedback from their peers regarding issues such as: divorce, stress, self-esteem, abuse, depression, social skills, loss, drugs/alcohol, and violence/anger. Of special note in FY 2000 was the "Extreme Looks" program, a four-day mind/body/spirit group for girls. In FY 2000, 186 hours of group counseling services were provided.

Substance Abuse Awareness Program: The Youth Commission continued to offer a structured 15-hour Substance Abuse Awareness Program (SAAP) for drug/alcohol-involved youth. This service provides an assessment of current substance use, intervention, education for youth and their families, and counseling services to support healthy lifestyles. All participants and their parents must attend an Alcoholic Anonymous (AA) or Narcotics Anonymous (NA) meeting to assist in transmitting the message that drugs and alcohol can impact any person without regard to age, gender, or status. In FY 2000, more than 100 hours of SAAP services were provided to youth.

RAY of Hope Program: RAY (**R**ecognize **A** **Y**outh) was established by the Needham Youth Commission in an effort to acknowledge the outstanding service and positive contributions that young people are making to the Needham community. Working in collaboration with the Needham Business Association, each month a young person is selected as the RAY of Hope recipient and is awarded a certificate from the Youth Commission and a check from a member of the Needham Business Association. The RAY of Hope program validates youth and recognizes their role in making the Needham community a special place to live.

Diversion/Restitution Program: In conjunction with the Needham Police Department and the Dedham District Court, the Youth Commission continued to offer those who have committed minor violations of the law the opportunity to participate in community service work in lieu of further court action. The Youth Commission's role is to work with offenders and their families to identify the motivations for their behavior, to provide support as required, and to oversee the placement and completion of community service. In the past year, participating youth have completed assignments at the following sites: Needham Public Library, Needham Police Department, Needham Fire Department, and Council on Aging. In Fiscal Year 2000, the Youth Commission monitored 800 hours of community service to the Town of Needham.

Peer Tutor Program: The Youth Commission's Peer Tutor Program represents a progressive youth-to-youth collaboration. This program matches high school students with middle and elementary school students in need of academic or organizational/study skills assistance. The Youth Commission's role consisted of outreach to potential participants, training of high school volunteers, monitoring weekly tutoring sessions, providing support if problems occur, and facilitating communication between volunteers and participant families. Over the past year, Peer Tutor Program volunteers provided 1,190 hours of support to younger students.

Students Against Destructive Decisions (SADD): This collaboration with students at Needham High School focused on a range of issues including underage drinking, depression, stress, and teen pregnancy. SADD members devoted more than 150 hours to in-school trainings and information campaigns for their peers over the past fiscal year.

Books and Bridges – The Mother/Daughter Book Club: Using literature as a "bridge" between generations, this program was created to provide girls and their mothers an opportunity to share a common experience and to address issues of mutual concern. Over the past year, four (4) separate sessions were offered and more than 50 girls and mothers participated in this program.

Project VAN: Project VAN (**V**olunteers **A**round **N**eedham) offers youth ages 13 to 17 the opportunity to work as part of a team providing valuable community service to non-profit organizations in Needham. Sites included Charles River ARC, Avery Crossings, Needham Public Library, Newton and Wellesley Alzheimer Center, Wingate at Needham, Needham Children's Museum, Briarwood health Care. More than 175 person hours of free volunteers services were provided by VAN participants over the past summer.

Graduate / Undergraduate Internship Program: In FY 2000, the Youth Commission welcomed two interns to its Graduate and Undergraduate Internship Program; a graduate clinical intern from the Boston College School of Counseling Psychology provided individual, family, and group counseling services as well as extensive work on the Substance Abuse Awareness Program; and an undergraduate intern from Lasell College, who worked with the SADD program. Together, interns provided 900 hours of free service to the Needham community in FY 2000.

Seminars/Workshops /Presentations: The Youth Commission designed and facilitated numerous trainings in the past year including a training for new Needham Public School Staff, Babysitter Training Seminars, Eliot School Wellness Night, Active Parenting of Teens, and many others. In FY 2000 the Youth Commission worked with more than 900 children, youth, parents, and professionals in seminars and/or workshops.

Partnerships: The Youth Commission devotes considerable time to assisting youth and family-related groups advance their message and impact. In the past year the Youth Commission collaborated with groups such as:

- Domestic Violence Action Committee (DVAC)
- Deaconess Glover Hospital
- Needham Community Wellness Collaborative
- Needham Public Library
- Needham Park and Recreation
- Massachusetts Prevention Center
- Needham Mental Health/Mental Retardation Committee
- YMCA
- Needham Business Association
- School Crisis Response Protocol
- Needham Board of Health
- Riverside Community Care
- Adolescent Mental Health Task Force
- Needham Public Schools

The Youth Commission received grants and/or donations from the following organizations: Duracell, Inc.; Westwood Lodge Hospital; Deaconess Glover Hospital; Needham Police Union; Exchange Club of Needham; Friends of Needham Youth; Wingate at Needham; Tolman Trust Fund; and Community Health Network Area 18.

Publications: The Youth Commission created and/or distributed the following original publications in FY 2000:

- Needham Youth Card (updated)
- Suicide Education Kit
- Parent Guide to Teen Parties (updated)
- Ask the Youth Commission (bimonthly newspaper column)
- Youth Source (newsletter)
- Parenting Literature (developed in collaboration with the Wellness Committee)

FY'01 FORECAST

The coming year holds enormous promise and challenge for the Youth Commission:

- The Youth Commission will welcome back Deborah Winnick as Chair and Lorene Whyte as Vice-Chair of the Board of Directors. They will be joined by returning members Bismoy Dasgupta, Tom Lambert, John Romeo, and by new members Connie Barr and Rebecca Sherman.
- The "Transitions Program," funded by the Needham Education Foundation will begin operation.
- Deaconess Glover Hospital will underwrite "Active Parenting of Teens" seminars.
- The Youth Commission will work with members of the Community Wellness Collaborative to develop a Teen Center.

COUNCIL ON AGING

Vivian D. McIver, Chairman, Roma Jean Brown, William T. Burke, Elizabeth Casey, Morris Dettman, Trudi J. Farnham, Helen Hicks, Eleanor Jacques, George Shannon, Nina Silverstein, Betsy Tedoldi, Sharon Lally, Director; Not Pictured: Ruth Moy

MISSION

The mission of the Needham Council on Aging is to advocate for and provide a supportive, respectful environment for the older residents of Needham with opportunities for socialization, programmed activities and services and to maximize fiscal, human, environmental and physical resources utilizing the strength of older citizens.

PURPOSE

The Needham Council on Aging was established by Town Meeting in 1957, and continues to fulfill the original purpose which is to:

1. Identify the needs and concerns of Needham's elderly and retired persons and those approaching retirement age;
2. Design, promote coordinate and implement services and programs to meet those Needs and concerns; and
3. Inform the community and enlist support and participation of all citizens in this effort.

The Council on Aging is directed by a 12 member board appointed by the Selectmen. The Board of Health, Park and Recreation Commission, Needham Housing Authority,School Department, and the Library each nominate one member. The Board is responsible for determining the policies of the Council on Aging in response to the expressed needs of elders in the Town through annual surveys, a careful analysis of local needs as well as local and national standards of health care, recreation, education, and service needs.

The Stephen Palmer Senior Center is located at 83 Pickering Street where the professional Council on Aging staff oversees services and programs. Staff provide information, referrals, and assistance to elders and their families. The Center hours are Monday-Friday, 9:00-4:00 p.m. and 11:30-3:30 p.m. on Sunday. The Council on Aging office, located at the Stephen Palmer Center, is staffed 8:30 a.m.-5:00 p.m. Monday-Friday throughout the year.

BUDGETARY DATA	TOWN BUDGET
A. Salaries	$ 183,167
B. Purchased Services	3,175
C. Expenses	4,125
D. Capital Outlay	1,000
E. Total	$ 191,467
F. Number of Full-Time Employees:	4
G. Number of Part-Time Employees:	8
H. Number of Volunteers:	344
= 6 full-time equivalents. Volunteers contributed 10,135 hours of service = $53,208 at minimum wage	
I. Other Sources of Support:	
Friends of the Needham Elderly, Inc.	$ 12,000
Executive Office of Elder Affairs	
COA Formula Grant	30,445
Service Incentive Grant	3,000
SHINE Consortium Grant	23,000
West Suburban Elder Services	
Title IIIF Grant	1,500
Mass Bay Transit Authority (MBTA)	13,000
Roche Bros. Shopper Bus Grant	2,000
Cultural Council Grant	600
Other Monetary Donations:	2,488
TOTAL	**$ 88,033**

FY'00 HIGHLIGHTS:

The Council on Aging was officially accredited by the National Institute of Senior Centers in September of 1999, thereby being the first senior center in Massachusetts to achieve accreditation, and in the top twenty Senior Centers in the nation. Our new Friendly Visitor Program, whereby trained volunteers provide weekly visitsto home-bound elders, continued to grow. The program has been extremely successful, and is a model for other communities. To date, 46 volunteers are matched up with 46 elders, and there continues to be a growing waiting list.

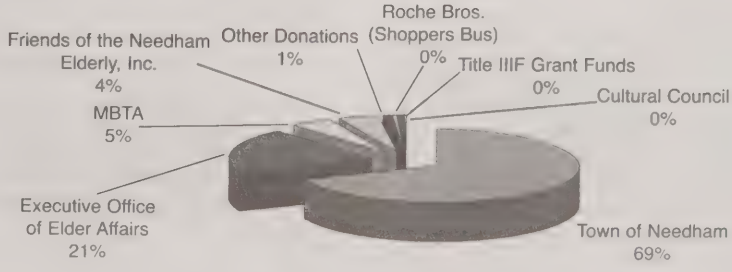
The most significant occurrence at the Council on Aging this past fiscal year was the donation of a Limousine by a Needham resident. As a result, seniors now ride in style to the senior center! This addition to our transportation program brought some programmatic changes. Two wonderful part-time drivers were hired, which are funded through our Formula Grant. A significant transition in the Council on Aging staff occurred with the re-organization of three part-time positions into one 30/hr/wk program coordinator position at a different classification. By doing so, the daily intermittent tasks of coordinating transportation, the volunteer program, and social activities, was achieved at no extra cost to the town, bringing more consistency and efficiency in the day-to-day operations.

The SHINE (serving health information needs of elders) program was kept hopping Again this year due to the ever-changing health insurance coverages of the many Senior plans. Prescription drug coverage continues to be a major concern for our seniors.

The COA Board continued with its search for a new space for the senior center. in order to better meet the needs and interests of the Needham Senior Community.The Council on Aging served over 7,000 meals at the Senior Center in conjunction with West Suburban Elder Services, Inc. We answered over 43,000 inquiries of a general information nature for seniors and their families this year. Over 80 people per day came to the Senior Center for programs, services, or socialization.

The limousine provided 304 rides to the Senior Center from April – June. Volunteer drivers

Financial Support for the Needham Council on Aging Fiscal Year 2000


Friends of the Needham Elderly, Inc. 4%
Other Donations 1%
Roche Bros. (Shoppers Bus) 0%
Title IIIF Grant Funds 0%
Cultural Council 0%
MBTA 5%
Executive Office of Elder Affairs 21%
Town of Needham 69%

provided 461 rides this year. Another 283 rides to and from the Center were provided by taxi. "The RIDE", funded in part by the MBTA, provided another 4,161 rides to and from the senior center for persons unable to use our other transportation due to physical or mental handicaps. Volunteer monitors from the Needham Retired Men's Club who rode on the Shopper Bus, and Roche Bros. and the MBTA who funded the bus, provided 1,621 rides to Needham residents to do their grocery shopping. Overall, 6,894 rides were offered to Needham 124 unduplicated seniors under the auspices of COA transportation services in FY'00.

More than 2,950 unduplicated seniors, of the 6,089 according to the 1990 census,attended at least one or more programs throughout the year at the Senior Center. Many others enjoyed socializing in the drop-in area. The bus trips offered by the Council on Aging, in conjunction with the "Friends of the Needham Elderly, Inc.", were enjoyed by 725 Seniors. The increasingly popular program "Seniors on the Net", held once a week at Pollard, allowed 91 unduplicated seniors the opportunity to have internet access and some instruction on computer and internet use. The Council on Aging held the first annual Wellness Expo in October. Over 40 community agencies and businesses were present to distribute information, provide counseling, or to speak on senior related issues. Over 200 Needham seniors attended the event.

FY'01 FORECAST

The Council on Aging is looking forward in the coming year to securing a location for a new Senior Center, and to continued work on the plans to make this a reality.We receive continual requests for senior programs for which there is not sufficientspace to hold them. Although exercise programs are held 4 times a week, there is a large waiting list for exercise classes, due to the lack of space. Programs such as line dancing, wellness programs, craft and art programs, and computer access are constant requests which we are unable to meet due to space limitations. Additionally, the need for centrally located rest room facilities, and more of them, is growing, due to the growing frailty of many of our seniors who continue to visit the senior center.

The Council continues to find the means to address the unmet needs of seniors in thiscommunity. An ongoing effort, some of these unmet needs that we are aware of andtrying to address include: provision of Adult Day Care services for those frail seniors who are "aging in place" and for whom the Senior Center, as it is, is no longer an appropriate setting; the need for more home-makers for frail seniors needing homecare services due to the shortage of employees in this area for this type of work; and keeping abreast of changes in healthcare and insurance coverage, particularly with prescription drugs, and disseminating this information as necessary.As people live longer and try to maintain their independence in the community, it isnecessary for the Council on Aging to respond to the need for assistance not only from the seniors themselves, but also from middle-aged people who find themselves responsible for caring for their aging parents and/or other relatives. All are turning to the Council on Aging for information and assistance.

COMMISSION ON DISABILITIES

Frank Der Sarkisian, Trudi J. Farnham, Maureen T. Gallagher, Jeanie Martin, James A. Mayo, Elaine Saunders, Carl F. Valente; Not Pictured, Patrice Snellings, Dale Wise

The Needham Commission on Disabilities (NCOD) meets on the third Tuesday of the month with the following membership: 9 members; a majority of whom are disabled; one of whom must be a family member of a person with a disability; and one of whom must be an appointed municipal official, and other interested Needham residents.

PURPOSE

- to advise municipal officials, public and private agencies, and other individuals to ensure compliance with federal, state and local disability laws.
- to promote full integration of persons with disabilities into the community.
- to provide information, referrals, and technical assistance to individuals, businesses and organizations in all matters pertaining to disability issues.
- to participate in a variety of forums and media events to develop public awareness of persons with disabilities, and compliance with the Americans with Disabilities Act (ADA).
- to provide funding to community based organizations so that persons with disabilities can participate more fully in programs and activities in Needham.

BUDGET

Expenses: $ 45

FY'00 HIGHLIGHTS

- Worked in conjunction with the Metro West Center for Independent Living in Framingham on all legal and technical matters pertaining to the disabled.
- Advised town officials and local businesses regarding the number and dimensions of handicapped parking spaces in order to ensure compliance with ADA and the Architectural Access Board (AAB) regulations.
- Provided handicapped parking signs that comply with state regulations and town bylaws at a reduced cost to Needham businesses and town departments.
- Maintained a force of four trained volunteers that assist the Needham Police by taking photographs of violators of handicapped parking regulations.
- Continued to work with local officials to ensure compliance with state and federal laws regarding placement and number of properly engineered curb cuts within the town.
- Worked with the Superintendent of Schools, other school officials, representatives from the Massachusetts Office on Disability, and a liaison from the School Committee to ensure accessibility at the pre-school program at the High Rock school.
- Continued to monitor renovations at the Needham YMCA and advise them about compliance with AAB and ADA regulations in terms of accessibility of internal and external building areas.
- Presented a grant of $2000 to the Needham Public Library to purchase large print books, closed-captioned videos, and descriptive videos. (Funds made available from handicapped parking fines.)
- Met with the Director of the Municipal Building Maintenance Board and the architect assigned to the Memorial Park renovation project to advise them about issues of accessibility and to ensure compliance with AAB and ADA regulations.

- Worked with town officials to survey Needham polling places for accessibility and compliance with AAB and ADA regulations.
- Remained informed about regulations and issues concerning people with disabilities through subscriptions to publications, newsletters and through the public media.
- Served in an advisory role to the Needham Human Rights Commission on matters pertaining to the rights of the disabled.
- Worked with local public and private organizations, businesses and individuals to ensure accessibility, especially in terms of building entrances and restroom facilities.
- Continued to promote the registration of persons with disabilities in the Enhanced 911 program, an automatic location identification system.
- Submitted articles for publication in the Needham newspapers with highlights of monthly NCOD meetings.

FY'01 FORECAST/GOALS

- To continue to work with the Town of Needham to ensure that renovations to municipal buildings are in compliance with federal and state accessibility codes (ADA and AAB).
- To continue to work with the Superintendent of Schools, other school officials, and the liaison to the School Committee in an advisory capacity to ensure compliance with AAB and ADA building codes at schools as they are renovated.
- To continue to offer properly worded handicapped parking signs to public and private organizations and businesses at a reduced cost.
- To enforce proper usage of handicapped parking spaces through a program that tickets violators, in conjunction with the Needham Police.
- To utilize funds accrued from handicapped parking fines for the specific benefit of the disabled community.
- To continue to work with town officials to bring the Town of Needham into compliance with state and federal regulations regarding curb cuts.
- To dispense information and to serve as a resource to individuals in the Town of Needham on issues relating to the disabled.
- To continue to facilitate registration of persons with disabilities in the Enhanced 911 program, an automatic location identification system, in conjunction with Needham Town Hall and the Needham Police.
- To encourage Needham citizens to participate in NCOD meetings and encourage full membership in our 9-member commission.

For further information about the Needham Commission on Disabilities, and in particular about serving on the commission, please call NCOD at 455-7500.

CULTURAL AND LEISURE SERVICES

PARK AND RECREATION COMMISSION

Thomas J., Conroy, Jeffrey I. Meropol, Philip V. Robey, James Sargent, Richard Weitzen, Patricia Carey, Director

PURPOSE

Empowered by Chapter 45 of the General Laws of the Commonwealth of Massachusetts, the Park and Recreation Commission:

Provides balanced, year-round recreation programming and leisure services for all ages.

Serves as steward of over 300 acres of public park land and Town Forest and schedules recreation and athletic facilities.

Manages Rosemary Lake and Pool as the principal aquatic recreation facility.

Provides long-range open space and recreation planning.

- Coordinates and provides support service for many organizations.
- Provides youth leadership training and volunteer resource development.

The five members of the Commission are elected to three-year terms. The Commission meets on the second and fourth Wednesdays of each month.

	BUDGETARY FY'00 DATA	NUMBER OF EMPLOYEES	
Salaries	$293,919	Full Time	4.0
Salaries	$309,830	Full Time	4.0
Expenses	23,820	Part Time	89
Purchase of Services	37,216		
SUB TOTAL	**$370,866**		
Operating Capital	10,000		
TOTAL	**$380,866**		
REVENUE	**$245,691**		

FY'00 HIGHLIGHTS:

The benefits of Park and Recreation in communities across the country are endless, and the Needham Park and Recreation Commission is proud of the partnerships it has developed with many in the community to enhance the lives of all Needham residents.

ENVIRONMENTAL BENEFITS

- Effort to keep Walker Pond clear continued.
- Began working with neighbors of Coulton Park to clean and improve conditions at the park.
- Completed study of Rosemary Pool Complex, which will includes recommendations to improve environmental conditions.
- Work continued on the preparation of the Open Space Master Plan with the Conservation Commission and Planning Board.

ECONOMIC BENEFITS

- Department receives funding at Town Meeting for design work for renovations at Rosemary Pool and funding to do repairs at Avery Field diamond, Perry Park diamond, Cricket Field diamond, and Dwight Field diamond.
- Continued to work with other Park and Recreation departments in Norfolk County to recommend legislation to assist with purchase and maintenance of parks and open space, and with national association to restore federal grant opportunities.
- Needham Women's Club donated the entrance sign for DeFazio Park and added seasonal plantings around the park signs that were previously donated by the Club.
- Needham Women's Club donated full financial support for Summer Children's Theatre.
- Needham Cultural Council, Louise Condon Realty, Roy Nutile Insurance and Needham Business Association donated funds in support of the Summer Arts in the Parks Concert Series.
- Neighbors of Riverside Park raised funds to install a sprinkler system for the new gar-

dens, and continued to raise funds for other improvements at the park.

- The Needham Soccer Club donated funds from their spring and fall seasons to be used for field maintenance.

COMMUNITY BENEFITS

- Commission was appointed by Board of Selectmen as the Landfill Reuse Study Committee. As part of the study, tours of the landfill were offered to residents in the fall.
- Members of the Commission and the Administrative Staff participated in the following committees: Townwide Facilities Study Committee; Community Wellness Collaborative; Early Childhood Council; Senior Center's Accreditation subcommittee; Permanent Public Building Committee Appointment Board.
- The High School tennis courts were renovated, as part of the Year 4 transition plan for High Rock and the High School grounds to DPW and Park and Recreation.
- Volunteer committee was created by the Commission to study the possibility of creating a skate park in town, and the group did initial fundraising.
- Repairs were done to the exterior of Rosemary Pool to help extend its lifespan until full renovations can be done.
- Department was partner with Wellness Collaborative to encourage participation in Healthy Needham 2000.
- Director met with neighbors of parkland on Greendale Avenue to start collaboration on improvements to the area.
- Department continued to work with the Council on Aging, Library, Board of Health, and Youth Commission in a Community Service Departments study group.
- New programs added include Touch the Trucks with DPW, Tennis Jamboree, Adult Tennis Summer League and Puppy Kindergarten.
- Senior Golf League and Junior Golf League had successful first seasons at Needham Golf Club.
- Department continued to work with the Community Center Study Committee.
- Department worked with other town departments to continue monthly newspaper article explaining how town government operates.

INDIVIDUAL BENEFITS

- Director was team leader for professional group study exchange program to Victoria, Australia.
- Intern from Needham High School and Needham Girl Scouts assisted with office projects.
- Department participated in orientation session for new school staff members.
- Director was a presenter at Natick Healthy Community evening.
- Assistant Director was representative on Massachusetts Recreation and Park Executive Board State Conference Committee.
- Administrative Specialist edits quarterly newsletter for Community Wellness Collaborative.
- Department continued effort to share information on playground safety with schools and residents.
- Assistant Director became certified pool operator.

FY'01 FORECAST

- Study access to landfill site, and continue with Landfill Reuse Study;
- Renovate diamonds at Perry, Avery, Dwight and Cricket;
- Hire architect to design renovations to Rosemary Pool Complex;
- Restore building lost to fire at camp property on Rosemary Lake;
- Continue to work with Community Center Study Committee;
- Create a Perry Park Playground Rehabilitation Committee;
- Cooperate with other town departments on projects and grant applications;
- Share the benefits of parks, recreation, and leisure with community;
- Continue study of possible skate park;
- Study the possibility of creating a Farmer's Market in town;
- Work with Riverside neighbors and Coulton Park neighbors to continue park improvements;
- Continue efforts to share information on playground safety;
- Support state, regional, and national initiatives of the National Recreation and Park Association.

MEMORIAL PARK

William Dermody, John S. Gallello, John J. Logan, Jr., Charles J. Mangine, Edward McCallum

PURPOSE:

- To provide a multiple use central gathering location dedicated to community use, in a safe and pleasant environment, honoring our Veterans.
- The 13.5 acre grounds, building, and scheduled use and operation of the facilities, is governed by (5) elected Memorial Park Trustees.
- Memorial Park is the site for many community activities such as, baseball, football, and the use of the track. Town civic organizations use the grounds for multiple uses and the Park and Recreation's use for family entertainment series during the summer. It is used organizations such as Legion Baseball, Little League, Pop Warner, and the Needham Track Club.
- A large number of organizations utilize the Memorial Park building to conduct meetings and house special events such as the Exchange Club's annual fruit sale.
- To provide a visible, attractive board for organizations to post and advertise up coming events.
- To provide an eye catching pleasant environment to sit and enjoy. The grounds are maintained by the Park and Forestry Department.

BUDGETARY DATA:

Salaries:	$0.00
Expenses:	0.00
Purchase of Services:	500.00
Total	$ 500.00

FY'00 HIGHLIGHTS:

- The installation and dedication of a new Korean War monument
- The installation of a new state of the art scoreboard
- The first permanent press box and observation platform in Memorial Park history was constructed
- Making the public restroom facilities and concession stand handicap accessible.
- Needham High School Graduation exercises for the class of 2000
- The Exchange Clubs Fourth of July Festivities and fire works display
- The Eli Bloom Special Olympics for Retarded Citizens

FREE PUBLIC LIBRARY

Lois C. Bacon, Thomas M. Harkins, Gail B. Hedges, Sally B. Powers, Emily Salaun, Gregory J. Shesko, Mary Lou Twickler, Ann MacFate, Director

PURPOSE

The Board of Library Trustees has adopted the following Vision and Mission Statements.

VISION STATEMENT

Everyone will have access to the materials and information needed to satisfy educational, recreational, and cultural needs.

Everyone will have the opportunity to develop the skills needed to locate, evaluate, and effectively use information in a changing technological world.

Everyone will have access to programs that will help to develop reading/viewing/ listening as a recreational pleasure and to view the library as more than an information outlet.

MISSION STATEMENT

The Needham Free Public Library provides a high-demand, high-interest collection of print, non-print, and electronic materials to satisfy community needs for current titles and for information that will fulfill general requirements, formal education support, lifelong learning, and business and career needs. The library also maintains a Town Archives Collection and a Local History and Genealogy Collection. The library provides the necessary assistance to access all collections of materials.

The Board of Trustees supports the American Library Association's *Library Bill of Rights.*

BUDGETARY DATA

Personnel	$660,548
Purchased Services	37,439
Expenses	12,386
Books, Periodicals, Audio-Visual	123,500
Total	833,873

Number of Employees

Full-time	12
Part-time	33

DEPARTMENTAL STATISTICS

Adult Department

Circulation (books, videos, CD's, cassettes, periodicals)	210,881
Books loaned to other libraries	8,596
Books borrowed from other libraries	7,891
Overdue notices and bills sent	2,575
Reserves placed	11,962
Total money returned to Town from fines, fees, lost books, etc.	$53,157

Reference Department

Reference questions answered	19,977
Directional questions answered	2,695
Reference books checked out overnight	218
Number of people using Genealogy Room	200
Training workshops for using computerized catalog and Internet	143

Children's Department

Circulation (books, videos, records, CD's, cassettes,periodicals)	167,059
Reference questions answered	6,837
Overdue notices and bills sent	1,530
Reserves placed	641
Story times and other programs	169
Attendance at programs	2,725

Catalog Department

Adult books added to collection	4,973
Adult books withdrawn	7,870
Children's books added to collection	2,514
Children's books withdrawn	1,147
Records, CD's, and audio cassettes added	504
Records, CD's, and audio cassettes withdrawn	119
Videocassettes added	579
Videocassettes withdrawn	156
Total Collection	136,506

MISCELLANEOUS STATISTICS

Number of registered borrowers	18,695
Total hours open	3,104.5
Attendance	229,712

FY'00 HIGHLIGHTS:

July—The library's Fourth of July Parade float, The Little Engine That Could, was awarded the Animation Award, Best Animation. The Trustees adopted a Long-Range Plan for FY00-FY04. Nine young people worked on the library's bar-code-writing project under the auspices of the Youth Commission's Project VAN.

August—At a joint meeting of the Board of Selectmen and the Library Trustees Mary Lou Twickler was appointed to fill the vacancy on the Board of Library Trustees. The Children's Department concluded another successful summer of special activities and Reading Club participation. Ninety-six people attended the opening event, a family sing-a-long; 121 owners and their bears attended the Teddy Bear Story-Time; 123 children came to the closing events; and participants read or had read to them more than 4500 books.

September—The Minuteman Library Network moved to new headquarters in Natick. The Friends of the Library purchased two iMac computers for the Children's Room.

October—The Friends of the Library held a well-attended, successful fall book sale. A customer service survey conducted by the library indicated a high degree of satisfaction among library users.

November—A model of the proposed addition/renovation to the library was displayed at the Special Town Meeting. The Massachusetts Board of Library Commissioners certified the Needham Public Library and awarded the library a State Aid Grant of $36,178.16. This amount represented the first significant increase in State Aid in over a decade. The media staff from Needham High School and the Pollard Middle School met with the library's Reference Department staff to discuss resources and explore collaborative initiatives.

December—Minuteman Library Network Central Site staff conducted an instructional workshop for library staff members.

January—There were no Y2K problems at the library. The Technical Services Department completed cataloging the non-fiction videocassette collection. Classification numbers were placed on the videos to bring all videos on one subject together and to make it easier to find them.

February—An enthusiastic audience attended "Making Crime Pay: The Y2K Heroine," the first session of the annual McIver series. Two new collections were added—books-on-CD, and DVDs.

March—Attendees learned how mystery writers develop effective characters in the second McIver series session, "Making Crime Pay: Creating Characters."

April—Gary Goshgarian, author of the newly released book, Elixir, was featured at the final McIver series session, "Making Crime Pay: Stealing from the Dead - Using What You Know." As part of "Needham Spirit 2000," the library sponsored "Food Not Fines" during National Library Week. Food donations filled two pick-up trucks. Gail Hedges, Lynne Stern, and Gay Ellen Dennett represented the library at the NEF Spelling Bee. The Needham Garden Club arranged to have the Massachusetts Horticultural Society's Plantmobile visit the library. Volunteers from St. Joseph's Church and the Congregational Church raked and cleaned library grounds, as

part of Servathon 2000. The Minuteman Library Network announced that Web2, an improved interface to the Minuteman catalog, was available for use from home or in the library.

June—The library's volunteers were celebrated at a reception that featured the books and videocassettes that the volunteers selected to be purchased in their honor.

DONATIONS TO THE LIBRARY

In FY00 thirty-two people volunteered 1,249 hours of service to the library. Volunteers mended the library's books, dusted and straightened the library's shelves, washed tables and chairs, and raked and cleaned up the grounds. In addition, the Library Trustees and Friends of the Library worked many hours presenting programs, book sales, and other special events. The Friends of the Library donated more than $14,000 to the library during the fiscal year. This includes both cash gifts and direct payments for items. Friends donations paid for books, books-on-tape, videocassettes, children's programs, subscriptions to international magazines, museum passes. The Needham Garden Club continued to contribute to the beauty of the library building by maintaining the outside flower gardens and other plantings, providing weekly plant and floral arrangements, purchasing the pass to the Garden in the Woods, and arranging for the visit of the Plantmobile. Other clubs, groups, organizations, companies, and individuals who made significant donations to the library in FY00 include:

The Needham Lions Club

The Lebensfeld Foundation

Present Charitable Trust

The Touchdown Club

Charles River Photography Club

Friends of Frances Hutchins

Jacques Fiechter

John F. Milligan

Kinko's

Project VAN (Volunteers Around Needham)

Servathon 2000 Volunteers

Needham High School Community Classroom Program

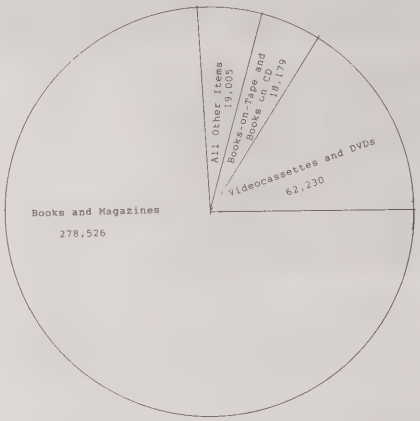
Thank you also to the many individuals who made donations to the library during FY00.

The Trustees and staff are grateful to everyone who made a donation to the library. You enrich the library's collections, as well as the lives of the people of Needham.

FY00 Memorials and Cash Donations **$16,125**

FY'00 FORECAST

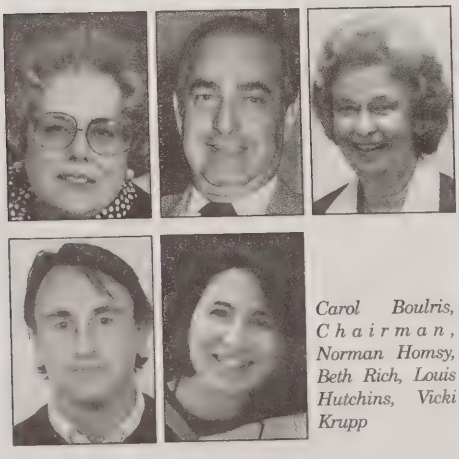
The Trustees will apply for a grant from the Massachusetts Public Library Construction Program.



FY00 CIRCULATION BREAKDOWN

DEVELOPMENT

HISTORICAL COMMISSION



Carol Boulris, Chairman, Norman Homsy, Beth Rich, Louis Hutchins, Vicki Krupp

PURPOSE

The Historical Commission was established in 1976 by Town Meeting during the Bicentennial of the United States of America. Commission mandates and directives are included in the Needham General Bylaws and Massachusetts General Laws, Chapter 40, Section 8D

Duties of the five member Commission, which is appointed by the Board of Selectmen, include recording the historical assets of the Town for local and state inventories and reviewing any proposed demolition involving a listed property.

BUDGETARY DATA:

Budget	$513
Expenses	0

No employees; all Commissioners are volunteers.

FY'00 HIGHLIGHTS

1. Commission members worked on the attempt to save Needham's last remaining one room schoolhouse from demolition. When the property was offered for sale, Commission Chairman, Carol Boulris asked the Board of Selectmen to form a town-wide committee to try to preserve the building. The Save the Old Schoolhouse Committee (SOS) raised funds to move the building to a temporary location.
2. Under the provisions of the Needham Demolition Delay Bylaw, the Commission reviewed proposed modifications to two of the Town's National Register properties. In neither case did the Commission find objections to the changes and gave permission for the necessary permits to be issued by the Building Inspector.
3. The Commission welcomed Vicki Krupp, former history teacher as a new member.
4. Associate member Leslie G. Crumbaker continued research on the history of the Needham Business District.
5. The Commission continued research for their forthcoming publication The Hidden Parks of Needham.

FY'01 FORECAST

1. Commission members will continue to serve of the Save the Old Schoolhouse Committee as a new site for the 1842 structure is sought.
2. The Commission will publish The Hidden Parks of Needham as its millennium project
3. The Commission will continue to support the use of the Emery Grover Building as a Town facility as it has in the in the past with the continued goal of preserving Needham's historic properties in future Town planning efforts.

PLANNING BOARD

Paul Killeen, Chairman, Maurice Handel, Devra G. Bailen, Frank Gallello, Robert T. Smart, Jr., Lee Newman, Director

PURPOSE:

The Planning Board is charged with broad statutory responsibilities to guide the physical growth and development of Needham in a coordinated and comprehensive manner. Specifically, the Planning Board is legally mandated to carry out certain provisions of the Subdivision Control Law (M.G.L., Chapter 41, Section 81-K to 81-GG) and of the Zoning Act (M.G.L., Chapter 40A). These legal responsibilities are reflected locally in the Subdivision Rules and Regulations and Procedural Rules of the Planning Board and in the Town's Zoning By-Law. The specific services that the Planning Board provides are as follows:

Review and Approval/Disapproval of:

- Approval-Not-Required (ANR) Plans
- Preliminary Subdivision Plans
- Definitive Subdivision Plans, including ongoing administration
- Site Plans of certain larger developments (major projects)*
- Residential Compounds (RC's)*
- Scenic Road Applications

* includes Special Permit Decisions, with legal notices, public hearings, and written decisions; similar statutory procedures for Definitive Subdivision Plans

Review and Advisory Reports on:

- Site Plans of certain smaller developments (minor projects)
- Applications to Board of Appeals for variances and special permits
- Petitions for acceptance/discontinuance of public ways
- Initiation, Development, and Presentation of Proposed Zoning Amendments to Town Meeting
- Preparation and Maintenance of a Master Plan and related planning studies to guide future physical growth and development in Needham (including studies referred to the Board by Town Meeting)
- Revisions to "Subdivision Regulations and Procedural Rules of the Planning Board" and printing of the same
- Reprinting of Town Zoning By-Laws and Zoning Map
- Provision of Information on Planning, Zoning and Development matters to the public (including residents, developers, and other government agencies)

It is important to note that if these services were not performed, the Town of Needham would be without the administration of land use planning and zoning regulations, and may be subject to lawsuits from private developers and citizens alike.

BUDGETARY DATA:

Salaries	$ 96,477
Purchase of Services	$ 5,160
Expenses	$ 1,642
Total	$103,279
Number of Employees:	2 Full-time, 1 Part-time

FY'00 HIGHLIGHTS

Fiscal 2000 saw a continuation of the pressures for growth, change, and development in Needham. Commercial development in the form of new and enlarged office buildings, industrial additions, and new retail space were more prominent than residential development, at least as far as applications to the Planning Board were concerned. In its capacity as a special permit granting authority, the Planning Board processed 14 applications as "Major Projects" and 1 application as a "Minor Projects" under the Site Plan Review By-Law.

The Board processed 4 Definitive Subdivision Plans for a total of 33 new residential building lots and 4 institutional building lots serving the Olin College of Engineering. In addition, a total of 12 plans were endorsed "Approval-Not-Required (ANR)" under the Subdivision Control Law, meaning that the lots created or altered on such plans met minimum frontage requirements.

The Board of Appeals referred 37 applications for variances, special permits, and administrative appeals to the Planning Board last year; and as required by the Zoning By-Law, the Board reviewed each application and submitted its recommendations in writing to the Appeals Board.

In fiscal 2000, the Planning Board appointed a citizens' task force, consisting of business people, residents, and various civic groups, to develop a bylaw to address wireless communication facilities. The spiraling demand for state-of-the-art wireless communication services and the requirement that licensed carriers provide "reliable service coverage" is fueling vigorous development of the wireless communication infrastructure. The industry is striving to close coverage gaps and increase significant capacity in order to provide high quality service for years to come. Municipal leaders, meanwhile, are committed to preserving local aesthetic qualities within the limits of land-use regulation established by federal law regarding wireless communications. Federal law does not allow local governments to ban the siting of these facilities, so the challenge is to establish a framework that would enable Needham to address concerns regarding the visual and aesthetic impact on neighborhoods of such facilities, while making it possible for the wireless industry to build out its infrastructure to meet the growing needs of its customers. The results of the planning effort lead to the adoption by Annual Town Meeting of a set of town-wide wireless communication regulations and the establishment of a wireless communication overlay district. The Town's goals were achieved by minimizing the adverse visual effect of wireless communication equipment towers, by maximizing the use of existing towers and buildings, by concealing new equipment within or on existing towers or buildings, and by encouraging co-location of equipment to accommodate the needs of wireless communication in order to reduce the number of towers needed to service the community.

Lastly, the Three Rivers Interlocal Council, a regional planning organization, provided the Planning Board and the Planning Director with assistance on issues of traffic, land use and planning, and state policies and programs. Through its alliance with other members of the Council, Needham was able to influence development decisions affecting the future of the region.

FY'01 FORECAST

In anticipation of a continuation of the construction boom in the western suburban area of Boston, the Needham Planning Board expects to receive additional applications for new office buildings, retail complexes, and other nonresidential and residential development projects. Related to such a continuation, the Board will be looking for ways in which developers can make a contribution to improving the Town's infrastructure.

Planning, zoning, and development activities envisioned for fiscal 2001 include the interviewing, hiring, and monitoring of planning consultants to conduct an in-depth study of the zoning status of the Needham Business Center and adjacent Highland Avenue Corridor. The Needham Business Center and adjacent Highland Avenue corridor have recently become subject to development and redevelopment pressures as the convenience and attractiveness of these areas have been rediscovered. While continuation of this renewed interest in the Center is desirable, it is important to assure that it continues to reflect the needs of both the Town and business community. Accordingly, a citizens' task force consisting of business interests, residents of the immediate area and various civic groups will be appointed. Public workshops will be convened by the consultant. A final report with policy recommendations for land-use regulations is expected, leading to eventual revisions in the Zoning By-Law at the 2001 Fall Town Meeting.

Other projects on the Planning Board's agenda include the preparation of a community development plan as authorized under Executive Order 418 and a re-codification of the Town's Zoning By-Law. It is expected that both studies will include recommendations for zoning changes to be brought before the 2001 Fall Town Meeting.

Planning Board member Devra Bailin is serving as the Board's representative to the Affordable Housing Committee. The committee is assessing local housing conditions and projected future housing needs for affordable housing, in order to assure that a wide variety of housing is available for the community's existing residents who may be under served by the choices available to them, such as the need for rental units for large families and the disabled, or who may be paying a disproportionate amount of their income in rent. Having a sufficient supply of housing in Needham available for a broad variety of income groups continues to be a major goal of the Board and Town.

In closing, the Planning Board welcomes your participation in any of its meetings and, in particular, your expression of agreement or disagreement on positions the Board has chosen to take regarding the development of the Town.

CONSERVATION COMMISSION

Roy A. Cramer Chairman, Alan Brand, William Ely, John D. Marr, Jr., Carl Shapiro, Not pictured: Marsha Salett, Lisa Standley

PURPOSE

The main purpose of the Needham Conservation Commission is to protect and preserve the Town's wetlands and resource areas, to acquire and preserve open space in Needham, and to educate Town citizens about the importance of wetlands' integrity. Other functions of the Commission include advising the Town on matters pertaining to use, management and protection of the Town's natural resources and open space, and management of conservation land, including the 325 acres at Ridge Hill Reservation. The Commission seeks to increase the open space resources of the Town through purchase, gift, or granting of conservation restrictions on property.

BUDGETARY DATA

The Commission is staffed by one part-time employee. The balance of the Commission's budget is allocated to purchasing of services (consultants, title examiners, etc.), travel, memberships, and office expenses.

Personnel	21,696
Purchase of Services	3,442
Expenses	1,133
Total	26,271

FY'00 HIGHLIGHTS:

The Commission protects wetlands and resource areas by enforcing the State Wetlands Protection Act (Mass. G.L. Chapter 131, Section 40) and the Needham Wetlands Protection Bylaw. All alterations of land in wetlands or within 100 feet of a wetland require the filing of a Notice of Intent with the Commission and the obtaining of a Permit after a public hearing. This process allows the Commission to review proposed projects and condition the work in a way that will not have an adverse impact on the wetlands and its many functions.

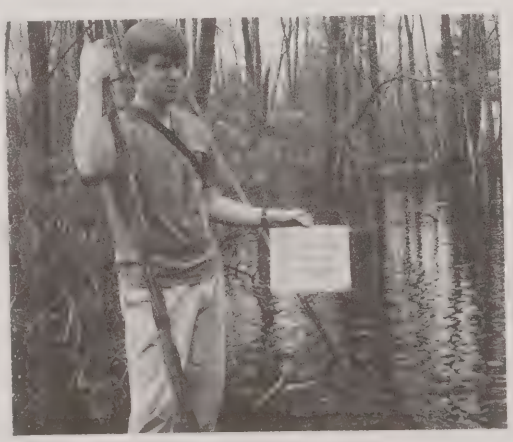
During FY'00, the Commission met formally 24 times and conducted 41 Public Hearings of which 22 were Notices of Intent, 13 were Requests for Determination of Applicability, and 2 were requests for Amendments to existing Orders of Conditions. In addition, the Commission issued 7 Certificates of Compliance for Orders of Conditions and addressed several violations of state and local rules and regulations by issuing Enforcement Orders. This level of filings reflects a continuing aggressive effort by developers to develop undeveloped parcels. Each project site is visited at least once by the Commission before an Order of Conditions is issued; projects are monitored during construction by Commissioners or the conservation administrator; and before issuing a Certificate of Compliance the Commission requires proof that the project as built is in conformance with the Order of Conditions.

In FY'00, the Commission reviewed and monitored projects ranging from the redevelopment of Kendrick Street, the construction of Olin College of Engineering, improvements to drainage at Babson College, improvements at St. Sebastian's School, on-going development of subdivisions on South Street, Central Avenue, and Bridle Trail Road, and monitoring of the MDL/Rosemary Meadow contamination area. The Commission is grateful to a group of home schooled students who volunteered to certify vernal pools in the Town Forest and Boy Scout land as part of the national Envirothon competition. They went on to win the competition in Massachusetts.

FY'01 FORECAST

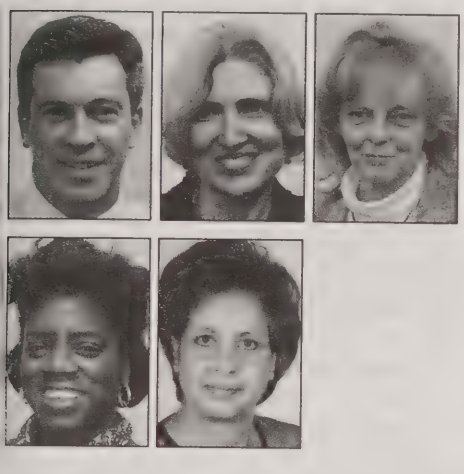
The coming year will continue to be a complex and busy one due to the number of proposals to develop land adjacent to wetlands as well as the implementation of the Rivers Protection regulations that established a new protected resource area (200 feet from any perennial river or stream) with new performance standards. The Commission plans to increase its efforts to educate the public on the value of open space, passive recreation, and conservation. The Commission hopes to complete the purchase of the Wiswall property adjacent to Ridge Hill Reservation. In particular, the Commission looks forward to implementing the trail maintenance and improvement plan on Commission administered lands.

The Commission encourages the involvement of all interested Needham residents in helping to preserve and expand the natural resources of the Town. The Commission meets twice monthly on Thursday evenings at 7:30pm, and all Needham citizens are invited to attend.



Christopher Doyle of the Needham Area Home Learners, identifying a vernal pond.

HOUSING AUTHORITY



Richard W. Gatto, Chairman, Christine H. Miara, Sharon O'Brien, Paulette J. Turner, Bahi Reda, Not pictured: Cynthia Howe, Director

PURPOSE

The Needham Housing Authority provides income-based rental units to the elderly, disabled, and families. The Authority administers a number of federal and state housing programs under the oversight of a five-member Board of Commissioners all of whom are residents of Needham. Four Commissioners are elected by the Town and one Commissioner is appointed by the Governor.

The Authority operates 408 units of affordable housing for the elderly, disabled, and families including 152 one-bedroom apartments under state programs and 46 one-bedroom apartments under federal programs for senior citizens and disabled individuals of any age, 80 units of Veterans' family housing, and 30 units of federal family housing. The Authority also maintains two staffed apartments under the State's Chapter 689 program serving eight individuals with special needs and is assigned approximately ninety-two Section 8 vouchers and certificates.

BUDGETARY DATA

The Needham Housing Authority maintains separate budgets for each program it administers and is not part of the Town's budget. The majority of the Authority's funding is derived from rent collected from its tenants. The Authority's annual budget is a public record and is available for review in its office.

The Authority's annual income is approximately $1,100,000 including a $107,000 subsidy from the Department of Housing and Urban Development. It has annual expenditures totaling approximately $995,000 and it retains reserves of approximately $350,000. The Authority employs five (5) full-time and one (1) part-time administrative staff and five (5) full-time maintenance staff. The annual salary expense is approximately $350,000.

FY'00 HIGHLIGHTS

Of note in 2000 are new additions to the administrative staff. Yael Cohn joined the staff in January 2000 as Resident Service Coordinator. Yael was formerly the Director of the Needham Community Council Food Pantry and was chosen as The Tab's Volunteer of the Year in 2000. Life-long Needham resident Kelly O'Brien McInerney also started in January 2000 as Housing Assistant. In May 2000, Kathy Bruno began as Leasing and Occupancy Coordinator with several years' experience working in another housing authority. Kathy and Kelly have been working together to foster a "customer-service" environment and to simplify the application process for new applicants.

The Needham Housing Authority is continuing its commitment to residents by encouraging strong tenant representation and striving to improve communication between residents and staff.

FY'01 FORECAST

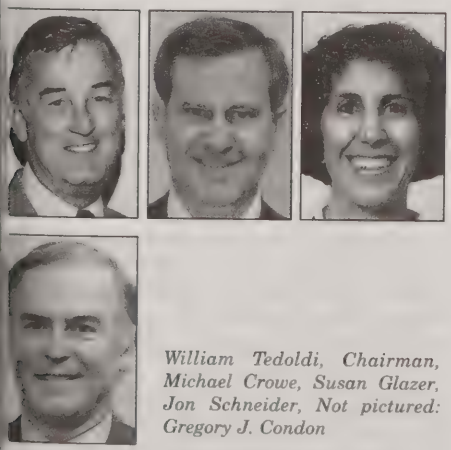
In recognition of the need to increase the availability of affordable housing in Needham and in an effort to preserve and redevelop the existing affordable housing stock, the Needham Housing Authority recently revitalized a non-profit organization, Needham Opportunities, Inc. In addition to developing, redeveloping, and preserving affordable housing, Needham Opportunities, Inc. will also work toward promoting home ownership options and job training and education opportunities in Needham and the surrounding communities.

The Needham Housing Authority and Needham Opportunities, Inc. look forward to working with the Town, local developers and businesses, and individual residents to increase opportunities in education, employment, and housing for low- and moderate income families, senior citizens, and disabled individuals.

The one-bedroom waiting list for senior citizens (over 60 years of age) is very short and applicants currently living or working in Needham may be housed almost immediately. Applications are being accepted from disabled individuals who are under age 60, but the waiting lists are much longer in both federal and state programs.

Anyone interested in obtaining an application or additional information about the Needham Housing Authority is encouraged to stop by the office at 28 Captain Robert Cook Drive or to call (781) 444-3011.

BOARD OF APPEALS



William Tedoldi, Chairman, Michael Crowe, Susan Glazer, Jon Schneider, Not pictured: Gregory J. Condon

The Board of Appeals consists of three regular members and two associate members appointed by the Board of Selectmen, as authorized and established by General Laws, Chapter 40A, the Home Rule Charter Act and Article VIII of the General By-laws. The Board met twelve times this fiscal year to hear 38 applications for special permits, 4 applications for variances, and 2 appeals from a decision of the Building Inspector. Of these, 29 special permits were granted and 9 withdrawn; the applications for variances resulted in 3 being denied and 1 withdrawn. Both appeals upheld the decision of the Building Inspector.

Costs for the year included:

Salaries	$5945
Expenses	4294
Total	$10,239

Filing fees for the Board of Appeals consist of 1) $100 for applications for residential special permits, variances, and appeals from the Building Inspector's decision, and 2) $200 for applications for non-residential special permits. Applications may be obtained from and filed in the Office of the Town Clerk, Town Hall. All decisions of the Board are filed with the Town Clerk and are a matter of public record.

FINANCE

DEPARTMENT OF FINANCE

Robert Addelson, Director of Finance, Robert W. Burke, Director of Management Information Services; Evelyn Poness, Treasurer and Tax Collector,

In FY2000, the Department of Finance consisted of the offices of the Finance Director, the Comptroller, the Treasurer/Collector, Management Information Services (MIS), and the Parking Clerk. The Department is responsible for the overall financial management of the Town including: advising the Town Administrator of the Town's financial condition, assisting the Town Administrator in preparing the five-year Capital Improvement Plan, cash management, debt management, tax and utility billing, miscellaneous billings for Town services, risk management, audit review and internal financial controls, Minority Business Enterprise and Contract Compliance, supporting all aspects of the Town's data processing operations, and hearing appeals on and enforcing the collection of parking fines.

Employees Per Division

Director of Finance	1.0
Treasurer/Collector	5.8
Comptroller's Office	3.8
Data Processing	6.2
Parking Clerk	0.1
Total Staff:	6.9

BUDGETARY DATA

Salaries	$752,937
Purchase of Service	$343,119
Expenses	$101,690
Capital Outlay	$53,600
Total	$1,251,346

FY'00 HIGHLIGHTS

Much of the activity of the Department of Finance involves the day-to-day management of the Town's finances including $59.0 million in budgeted operating expenses, $6.7 million in special revenue, $19.3 million in capital project expenditures, and $10.2 million in enterprise funds (water, wastewater and solid waste), and $1.6 million in trust funds. Further, the Department processes 300 to 600 payroll checks per week, 400 biweekly school administration and teaching staff checks, 400 weekly expense checks, 10,000 water/sewer bills and real estate bills quarterly, 28,000 motor vehicle excise bills, 1500 W-2 forms, 10,000 landfill stickers, and 900 garbage collection accounts.

In addition to maintaining the automated financial systems for the Town and the hardware that supports them, the MIS Division assists the Town Clerk's Office with automation of voter registration lists and the Town and school census. Also, it provides support for all personal computer users in general government including scheduling of user PC training. Finally, the MIS Division provides the School Department with a wide variety of student information required for State and Town reporting including: automated class scheduling, daily attendance tracking, and report card processing services. Approximately 13 percent of the resources in the MIS Division support the variety of data processing services provided to the School Department.

The offices of the Comptroller and the Treasurer/Collector are responsible for complying with a myriad of Municipal Finance laws and regulations as well as meeting the financial reporting requirements of the State and Federal Governments. These financial controls are essential in order to properly safeguard taxpayer dollars.

The Town is fortunate in that more than 98 percent of the property taxes due were paid on time. In addition, as a result of aggressive cash management by the Treasurer, the Town was able to earn $1,217,049 in interest across all funds in Fiscal Year 2000 of which $775,590 was credited to the General Fund.

In addition to the daily activities of maintaining the Town's data processing system, accounting for all financial transactions, administering the property tax billing and miscellaneous collection functions, and assisting in the development of the annual capital and operating budgets, other Finance Department activities in FY2000 included the expanded use of the Town's financial management software; the administration of the Town's insurance program; participating in the annual water and sewer rate setting process; the issuance of $1.78 million in capital debt; and, the provision of assistance to Town departments in complying with the State's local government procurement laws.

FY'01 FORECAST

An important objective for the Department of Finance in FY2000 will be to continue the installation of local area/wide area computer network to connect all town offices and to continue the implementation of a geographic information system.

Also during FY2001, the Finance Department will:

1. update the five-year capital improvement plan
2. update revenue projections for the coming year
3. continue aggressive collections of delinquent taxes, motor vehicle excise and water and sewer charges
4. continue to train town staff on the use of computer hardware and new computer applications
5. issue additional long-term debt in the Spring of 2001.
6. prepare a multi-year forecast of revenues and expenditures to facilitate long-range planning

It is the goal of the Finance Department to serve the financial management requirements of all Town departments. In addition, it is the obligation of the Finance staff to safeguard the tax dollars and funds received from the residents and taxpayers of the community. The department is always looking for new ways to improve the efficiency of Town services and welcomes the comments of residents in this regard.

FINANCE COMMITTEE

Michael Crawford, Ford Peckham, Michele McQuillen, Ronald W. Ruth, Gerard Sullivan, Executive Secretary. Not pictured: Susan R. Herman, Paul T. Milligan, Edward C. Nickles, Paul G. Smith, James Masterman

The Finance Committee is an agent of Town Meeting. The nine members are appointed by the Town Moderator. Its main purpose is to present a balanced budget within the restrictions of projected revenues to Town Meeting. It also has an obligation to explain the potential costs and impact of major capital programs to Town Meeting. Its role is to teach and inform not to tell people how to vote. A major capital project has ancillary costs that affect the operating budget. These costs can be both transitory and permanent. For example, moving rental, new equipment, added staff, higher energy costs and more.

The added costs, although they may not seem sizeable for the total project, can have a big impact on the "smaller" department budgets. The size of bonded debt can affect these budgets also. These departments, generally listed under Human Services, Development, Cultura

are no more than 3% of the total Operating Budget. The bulk of the budget includes Town wide expenses such as Insurance and Debt Service (these costs are pretty much built in), Public Safety, Education, Public Facilities and Administration. Salaries are approximately 80% of the departmental operating budget.

The Committee also reviews the Sewer, Water and R.T.S. enterprise funds which, in a sense, have a life of their own outside of the Operating Budget and Proposition 2 1/2. These funds have a sizeable impact on the taxpayer's purse. Should their capital projects compete with other needs of the Town? What are the proper size and use of retained earnings?

The Committee has often said that the budget process is like fitting a size 11 foot into a size 9 shoe. The Town is fortunate in having its very dedicated boards, committees and staff. It's understandably difficult, at times, for such dedicated, focused people to be asked "Why?" Most understand that they are not being personally challenged. The frustration can be on both sides of the table. The Committee often will say that an issue should be explainable to Town Meeting. Yet after diligent preparation to explain by the Committee, town staff and the Selectmen, an issue that was initially estimated in May to be $200,000 was approved in November 2000 for $880,000 was approved by Town Meeting with no questions asked.

The Finance Committee strongly requests that you examine the Town Warrant. Read the Chairman's letter to find out FY2002 budget reviews. Realize when you are reading that the Warrant is printed in March and there are probably a number of issues unsettled or will have to be revised in May.

BOARD OF ASSESSORS

'homas Mulhern, David Suny, James Zeiger, ames Weidenfeller, Administrative Assessor

he Board of Assessors is responsible for the dministration of a wide range of state laws ertaining to the estimation of value of real state, personal property, motor vehicle excise, nd boat excise in the community. Data per- ining to each property is maintained and con- antly reviewed for accuracy. This data and ata from sales of the previous calendar year rm the basis for the ad valorem valuation laced on property. Upon completion of the wn meeting process and receipt of warrants om state and county sources, the Assessors t the tax rate based on the classification shift lected by the Board of Selectmen.

Y'00 HIGHLIGHTS:

Y-2000 was the revaluation certification year r Needham. Once again this process was mpleted in a timely and satisfactory manner the in-house staff. Needham Assessors have t contracted this process out since the FY-91 rtification.

ne real estate market in Needham remained tremely active. Sales prices continued to mb. New home construction continued at a te not seen since the '50's. The "tear down" phenomenon continues to be a major factor in redefining the real estate market. The industrial park continued its new look. Several major projects were commenced or announced.

Abatement applications and Appellate tax Board cases remained low.

SOME STATS

Staff:
1 Administrator
1 Assistant Administrator
1 Administrative Assistant
1 Deed Review & Betterment Specialist
1 Mapping Specialist
1 Motor Vehicle Specialist

Some numbers from the Revaluation:

Single Family Residential:	8,252
Condominium:	471
Two Family:	360
Three Family:	22
Four Plus Family:	24
Vacant Land:	204
Misc. Residential:	15
Mixed Use:	26
Commercial:	379
Industrial:	51
Personal Property:	975
Total	10,787

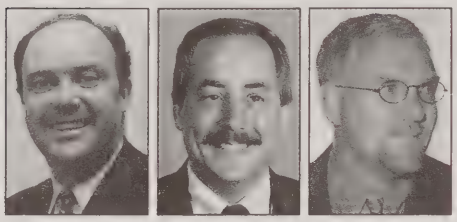
Budget

Salaries:	$251,678
Revaluation:	$25,000
Repairs:	$1,000
Communications:	$2,500
Misc. Services:	$3,000
Office supplies:	$5,000
Vehicle expenses:	$1,000
Education:	$5,000
Dues/subscriptions:	$1,000
Office equipment:	$1,600
Other equipment replacement:	$1,600
Total:	$296,778
Abatement Applications Filed:	368
Abatements Granted	120
Appellate Tax Board Cases:	24
Building Permits Inspections:	
Additions:	745
Demolitions:	188
Maintenance:	110
New Construction	321
Remodeling	612
Total Building Permits(From 1/1/99)	1979
Incomplete Inspections carried from FY-99	287
Field Inspections	1500
Commercial/industrial Inspections	110
Motor Vehicle Excise Tax Bills Processed:	23,000+

Women's American ORT project, Artworks (a juried craft show) Chair Aileen Grossman, crafter Ron Pessolano and member Marlene Sheena at the craft show.

FINANCE

COMMISIONERS OF TRUST FUNDS



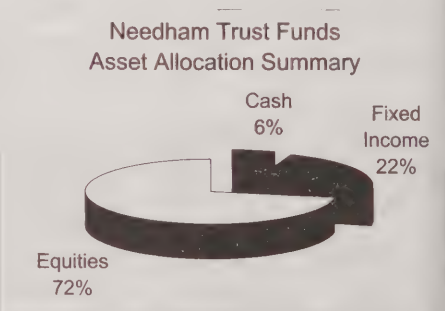
Patrick Forde, Michael M. Monahan, Karl R. Schofield

As of June 30, 2000, Needham's trust assets totaled $2,920,312, which compares to $2,902,000 at the end of the last fiscal year. During FY2000, the Commissioners disbursed approximately $100,000 in benefits back to the community. There are 66 separate trusts divided into three main categories: Schools (38), Library (14), and Civic (14). The school trust funds include scholarships and athletics. The library trust funds are for the improvement of our library. The civic trust funds are for community projects such as Park and Recreation and the Conservation Commission.

The Commissioners of Trust Funds ("Commissioners") have the responsibility of overseeing the prudent investment of the trust assets and the proper disbursement of trust payments. The Commissioners overriding principle is asset safety over investment yield. The investment philosophy of the Commissioners is to generate current income in order to support the underlying wishes of the trusts with a primary focus on the preservation of capital. Most of the trust's investments are invested in high quality bond (22%) and equity instruments (72%), with a small portion in liquid investments (6%). The investment guidelines are designed to influence the major structure of the portfolio during times of normal investment activity, ever vigilant to those times that general market investment activity deviates substantially from the expected trends.

The disbursement of trust payments requires the Commissioners to strictly follow trust directives. This responsibility is not taken lightly by the Commissioners who hold themselves to the "prudent expert" rule of investment management. The prudent expert rule demands the Commissioners to act as careful, professional, experienced, and educated fiduciaries in trust and financial matters. "Prudence" is a design standard, not a performance standard. What this means is that the Commissioners are process oriented and not result oriented. Although the primary goal is preservation of principal, the latest investment models are used to generate the maximum current income and long-term capital growth through adequate diversification and minimization of unsystematic risk.

Looking ahead to FY2001, the Trust Funds will generate a minimum of $22,000 in college scholarships which will be awarded to qualified students of Needham schools.



League of Women Voters members Debbie Winnick and Amy MacAvery leading a discussion in a first grade class as part of the league's "Take a Friend to Vote" project.

GENERAL FUND

STATEMENT OF APPROPRIATIONS AND EXPENDITURES

YEAR ENDED JUNE 30, 2000

		FY99 Continued Appropriations	Annual Town Meeting Appropriation	Special Town Meeting Amendments	Reserve Fund Transfers	Total Available for Expenditure	Disbursements to Date	FY00 Encumbrances	Total Expenditures	Unexpended Returned to Surplus
	Summary:									
	Townwide Expenses	$0	$10,675,175	($403)	$0	$10,674,772	$10,486,469	$7,964	$10,494,433	$180,339
	General Government	$0	$933,212	$3,000	$25,000	$961,212	$871,052	$14,003	$885,055	$76,157
	Finance	$0	$2,163,988	($301,430)	($242,700)	$1,619,858	$1,408,540	$79,087	$1,487,627	$132,231
	Education	$0	$27,531,683	$0	$0	$27,531,683	$27,295,947	$235,487	$27,531,434	$249
	Public Safety	$0	$8,717,921	$0	$82,000	$8,799,921	$8,499,959	$16,476	$8,516,434	$283,487
	Public Facilities	$0	$6,842,570	$39,400	$72,500	$6,954,470	$6,504,930	$176,082	$6,681,012	$273,458
	Human Services	$0	$742,225	$0	$6,000	$748,225	$690,255	$30	$690,286	$57,939
	Development	$0	$147,198	$1,402	$1,200	$149,800	$137,591	$1,843	$139,435	$10,365
	Cultural and Leisure	$0	$1,247,774	$0	$0	$1,247,774	$1,205,042	$10,122	$1,215,164	$32,610
	Grand Total	$0	$59,001,746	($258,031)	($56,000)	$58,687,715	$57,099,785	$541,094	$57,640,880	$1,046,835
	Townwide Expenses									
010	Street Lighting		$399,750			$399,750	$344,038	$98	$344,136	$55,614
011	Garbage Collection		$97,000			$97,000	$85,855	$7,805	$93,660	$3,340
012	General Insurance		$252,000			$252,000	$236,094		$236,094	$15,906
013	Health Insurance		$4,480,000	$25,000		$4,505,000	$4,505,000		$4,505,000	$0
014	Workers' Compensation		$385,000			$385,000	$384,939	$61	$385,000	$0
015	Self Insurance		$20,000			$20,000	$20,000		$20,000	$0
016	Unemployment Compensation		$35,000			$35,000	$33,577		$33,577	$1,423
017	Maturing Bonds		$1,367,339	$12,700		$1,380,039	$1,380,039		$1,380,039	$0
018	Interest		$392,137	($38,103)		$354,034	$315,066		$315,066	$38,968
019	Contributory Retirement		$2,671,000			$2,671,000	$2,613,552		$2,613,552	$57,448
020	Chapter 32 Retirement		$144,200			$144,200	$144,564		$144,564	($364)
021	Minuteman Assessment		$336,249			$336,249	$336,249		$336,249	$0
022	MBTA Commuter Parking		$95,500			$95,500	$87,496		$87,496	$8,004
	Subtotal		$10,675,175	($403)	$0	$10,674,772	$10,486,469	$7,964	$10,494,433	$180,339
	Board of Selectmen									
01	Salaries		$333,510	$3,000		$336,510	$321,039		$321,039	$15,471
	Merit Pay		$14,500			$14,500	$7,559		$7,559	$6,941
02	Purchase of Service		$148,828	($1,500)		$147,328	$107,224	$9,886	$117,110	$30,218
03	Expenses		$19,370	$1,500		$20,870	$18,583		$18,583	$2,287
04	Capital Outlay		$4,175			$4,175	$3,576		$3,576	$599
			$520,383	$3,000	$0	$523,383	$457,982	$9,886	$467,868	$55,515
	Town Clerk									
	Board of Registrars									
05	Salaries		$151,268			$151,268	$153,733		$153,733	($2,465)
06	Purchase of Service		$20,860			$20,860	$17,664	$2,000	$19,664	$1,196
07	Expenses		$4,455			$4,455	$3,605		$3,605	$850
08	Capital Outlay		$2,500			$2,500	$1,865	$635	$2,500	$0
09	Tellers/Canvassers/Details		$14,546			$14,546	$12,081		$12,081	$2,465
			$193,629	$0	$0	$193,629	$188,949	$2,635	$191,584	$2,045
	Legal									
0	Salaries		$53,380			$53,380	$53,380		$53,380	$0
1	Special Fees		$145,000		$25,000	$170,000	$159,387		$159,387	$10,613
2	Expenses		$5,000			$5,000	$2,317	$267	$2,584	$2,416
			$203,380	$0	$25,000	$228,380	$215,084	$267	$215,352	$13,028

FINANCE

	Personnel Board								
113	Salaries	$1,820			$1,820	$487		$487	$1,333
114	Purchase of Service	$10,000			$10,000	$8,550	$1,215	$9,765	$235
115	Merit Bonus	$4,000			$4,000	$0		$0	$4,000
		$15,820	$0	$0	$15,820	$9,037	$1,215	$10,252	$5,568
	Assessors								
201	Salaries	$238,081			$238,081	$238,081		$238,081	$0
202	Purchase of Service	$35,000			$35,000	$9,341	$21,000	$30,341	$4,659
203	Expenses	$13,500			$13,500	$7,348		$7,348	$6,152
204	Capital Outlay	$8,000			$8,000	$8,000		$8,000	$0
		$294,581	$0	$0	$294,581	$262,770	$21,000	$283,770	$10,811
	Finance Department								
205	Salaries	$752,937			$752,937	$690,721		$690,721	$62,216
206	Purchase of Service	$298,900	$41,014	$8,325	$348,239	$305,993	$36,338	$342,330	$5,909
207	Expenses	$96,570			$96,570	$79,044	$20,849	$99,893	($3,323)
208	Capital Outlay	$51,600	$2,000		$53,600	$44,840	$900	$45,740	$7,860
		$1,200,007	$43,014	$8,325	$1,251,346	$1,120,598	$58,087	$1,178,685	$72,661
	Finance Committee								
209	Salaries	$24,861			$24,861	$24,861		$24,861	$0
210	Expenses	$500			$500	$311		$311	$189
211	Reserve Fund	$644,039	($344,444)	($251,025)	$48,570			$0	$48,570
		$669,400	($344,444)	($251,025)	$73,931	$25,172	$0	$25,172	$48,759
	School Department								
301	Salaries	$23,737,838			$23,737,838	$23,597,269	$34	$23,597,303	$140,535
302	Purchase of Service	$2,703,288			$2,703,288	$2,888,827	$115,548	$3,004,376	($301,088)
303	Expenses	$914,731			$914,731	$653,853	$95,215	$749,069	$165,662
304	Capital Outlay	$175,826			$175,826	$155,998	$24,689	$180,687	($4,861)
		$27,531,683	$0	$0	$27,531,683	$27,295,947	$235,487	$27,531,434	$249
	Police								
401	Salaries	$3,450,775	$3,635	$66,000	$3,520,410	$3,553,153		$3,553,153	($32,743)
402	Purchase of Service	$44,512			$44,512	$43,788		$43,788	$724
403	Expenses	$124,082			$124,082	$122,369	$8,647	$131,016	($6,934)
404	Capital Outlay	$129,295	($3,635)		$125,660	$125,660		$125,660	$0
		$3,748,664	$0	$66,000	$3,814,664	$3,844,971	$8,647	$3,853,618	($38,954)
	Fire								
405	Salaries	$4,422,162			$4,422,162	$4,204,110		$4,204,110	$218,052
406	Purchase of Service	$144,560			$144,560	$93,812		$93,812	$50,748
407	Expenses	$146,475			$146,475	$127,551	$7,628	$135,179	$11,296
408	Capital Outlay	$17,092			$17,092	$0		$0	$17,092
		$4,730,289	$0	$0	$4,730,289	$4,425,473	$7,628	$4,433,101	$297,188
	Building								
409	Salaries	$231,561		$16,000	$247,561	$222,977		$222,977	$24,584
410	Purchase of Service	$1,500			$1,500	$1,195	$8	$1,203	$297
411	Expenses	$5,907			$5,907	$5,343	$192	$5,535	$372
412	Capital Outlay	$0			$0	$0		$0	$0
		$238,968	$0	$16,000	$254,968	$229,515	$201	$229,715	$25,253
	Public Works								
501	Salaries	$2,179,107	$16,800		$2,195,907	$2,035,531		$2,035,531	$160,376
502	Purchase of Service	$492,329			$492,329	$416,296	$59,957	$476,252	$16,077
503	Expenses	$289,902		$2,000	$291,902	$286,809	$900	$287,709	$4,193
504	Capital Outlay	$30,700	$22,600		$53,300	$42,757	$1,500	$44,257	$9,043
505	Snow & Ice	$150,000		$70,500	$220,500	$220,266		$220,266	$234
		$3,142,038	$39,400	$72,500	$3,253,938	$3,001,659	$62,357	$3,064,016	$189,922

	Building Maintenance								
506	Salaries	$1,935,899	($25,000)		$1,910,899	$1,890,175		$1,890,175	$20,724
507	Purchase of Service	$1,405,161	$25,000		$1,430,161	$1,306,986	$103,029	$1,410,015	$20,146
508	Expenses	$278,335			$278,335	$254,677	$10,696	$265,374	$12,961
509	Capital Outlay	$8,200			$8,200	$7,912		$7,912	$288
		$3,627,595	$0	$0	$3,627,595	$3,459,750	$113,726	$3,573,476	$54,119
	PPBC								
510	Salaries	$68,637			$68,637	$42,002		$42,002	$26,635
510	Purchase of Service	$1,500			$1,500	$1,089		$1,089	$411
511	Expenses	$2,800			$2,800	$430		$430	$2,370
512	Capital Outlay	$0			$0	$0		$0	$0
		$72,937	$0	$0	$72,937	$43,521	$0	$43,521	$29,416
	Board of Health								
601	Salaries	$241,436			$241,436	$235,131		$235,131	$6,305
602	Purchase of Service	$68,991		$5,000	$73,991	$73,767	$30	$73,797	$194
603	Expenses	$8,050			$8,050	$7,686		$7,686	$364
604	Capital Outlay	$0			$0	$0		$0	$0
		$318,477	$0	$5,000	$323,477	$316,583	$30	$316,613	$6,864
	Veterans' Services								
605	Salaries	$42,840	$215		$43,055	$42,896		$42,896	$159
605	Purchase of Service	$300			$300	$243		$243	$57
606	Expenses	$3,050	($215)		$2,835	$2,776		$2,776	$59
607	Benefits	$30,000			$30,000	$4,075		$4,075	$25,926
		$76,190	$0	$0	$76,190	$49,990	$0	$49,990	$26,200
	Youth Commission								
608	Salaries	$151,788			$151,788	$140,014		$140,014	$11,774
609	Purchase of Service	$2,800			$2,800	$2,637		$2,637	$163
610	Expenses	$1,990			$1,990	$1,933		$1,933	$57
611	Capital Outlay	$0			$0	$0		$0	$0
		$156,578	$0	$0	$156,578	$144,584	$0	$144,584	$11,994
	Council on Aging								
612	Salaries	$183,167			$183,167	$170,849		$170,849	$12,318
613	Purchase of Service	$2,175		$1,000	$3,175	$3,119		$3,119	$56
614	Expenses	$4,125			$4,125	$4,087		$4,087	$38
615	Capital Outlay	$1,000			$1,000	$1,000		$1,000	$0
		$190,467	$0	$1,000	$191,467	$179,054	$0	$179,054	$12,413
	Commission on Disabilities								
616	Expenses	$513			$513	$45		$45	$468
		$0 $513	$0	$0	$513	$45	$0	$45	$468
	Planning Board								
701	Salaries	$105,343	($598)		$104,745	$96,477		$96,477	$8,268
702	Purchase of Service	$3,160	$2,000		$5,160	$3,333	$1,827	$5,160	$0
703	Expenses	$1,747			$1,747	$1,626	$16	$1,642	$105
704	Capital Outlay	$0			$0	$0		$0	$0
		$110,250	$1,402	$0	$111,652	$101,436	$1,843	$103,279	$8,373
	Conservation Commission								
705	Salaries	$22,871			$22,871	$21,696		$21,696	$1,175
706	Purchase of Service	$3,249			$3,249	$3,087		$3,087	$162
707	Expenses	$1,150			$1,150	$1,133		$1,133	$17
708	Capital Outlay	$0			$0	$0		$0	$0
		$27,270	$0	$0	$27,270	$25,916	$0	$25,916	$1,354

FINANCE

	Board of Appeals								
709	Salaries		$5,945			$5,945	$5,945		$5,945	$0
710	Purchase of Service		$3,050		$1,200	$4,250	$4,235		$4,235	$15
711	Expenses		$170			$170	$59		$59	$111
			$9,165	$0	$1,200	$10,365	$10,239	$0	$10,239	$126
	Historical Commission									
712	Expenses		$513			$513	$0		$0	$513
			$513	$0	$0	$513	$0	$0	$0	$513
	Library									
801	Salaries		$675,346			$675,346	$660,548		$660,548	$14,798
802	Purchase of Service		$41,934			$41,934	$37,439		$37,439	$4,495
803	Books & Periodicals		$123,502			$123,502	$119,340	$4,160	$123,500	$2
804	Expenses		$12,431			$12,431	$11,936	$450	$12,386	$45
805	Capital Outlay		$0			$0	$0		$0	$0
			$853,213	$0	$0	$853,213	$829,262	$4,610	$833,872	$19,341
	Park & Recreation									
806	Salaries		$313,436			$313,436	$309,830		$309,830	$3,606
807	Purchase of Service		$46,278			$46,278	$34,111	$3,105	$37,216	$9,062
808	Expenses		$24,347			$24,347	$23,820		$23,820	$527
809	Capital Outlay		$10,000			$10,000	$7,593	$2,407	$10,000	$0
			$394,061	$0	$0	$394,061	$375,355	$5,512	$380,867	$13,194
	Memorial Park									
811	Expenses		$500			$500	$425		$425	$75
812	Capital Outlay		$0			$0	$0		$0	$0
			$500	$0	$0	$500	$425	$0	$425	$75
	Grand Total	$0	$59,001,746	($258,031)	($56,000)	$58,687,715	$57,099,785	$541,094	$57,640,880	$1,046,835

(L-R) Selectmen Colleen Schaller, Daniel Matthews, John Cogswell and William Powers presenting a Certificate of Appreciation to Paula Callanan, president of the Needham Women's Club for the club's participation in the Needham Spirit 2000: A Volunteer Experience.

TOWN OF NEEDHAM

WATER ENTERPRISE FUND

STATEMENT OF APPROPRIATIONS AND EXPENDITURES

YEAR ENDED JUNE 30, 2000

	FY99 Continued Appropriations	Annual Town Meeting Appropriation	Special Town Meeting Amendments	Reserve Fund Transfers	Total Available for Expenditure	Disbursements to Date	FY00 Encumbrances	Total Expenditures	Unexpended Returned to Surplus
Water Department									
# Salaries		$813,819	$100,400		$914,219	$813,743		$813,743	$100,476
# Purchase of Service		$233,700	$9,600		$243,300	$218,369	$4,700	$223,069	$20,231
# Expenses		$269,527			$269,527	$250,854	$1,150	$252,004	$17,523
# Capital Outlay		$54,500			$54,500	$49,449		$49,449	$5,051
# MWRA Assessment		$329,482	$26,902		$356,384	$356,384		$356,384	$0
# Emergency Repairs		$50,000			$50,000	$13,361		$13,361	$36,639
# Debt Service		$1,021,721	($96,721)		$925,000	$923,676		$923,676	$1,324
		$2,772,749	$40,181	$0	$2,812,930	$2,625,837	$5,850	$2,631,687	$181,243

TOWN OF NEEDHAM

WASTEWATER ENTERPRISE FUND

STATEMENT OF APPROPRIATIONS AND EXPENDITURES

YEAR ENDED JUNE 30, 2000

	FY99 Continued Appropriations	Annual Town Meeting Appropriation	Special Town Meeting Amendments	Reserve Fund Transfers	Total Available for Expenditure	Disbursements to Date	FY00 Encumbrances	Total Expenditures	Unexpended Returned to Surplus
Wastewater Department									
# Salaries		$392,393	($6,584)		$385,809	$374,310		$374,310	$11,499
# Purchase of Service		$102,400	$3,500		$105,900	$89,986	$3,500	$93,486	$12,414
# Expenses		$61,070			$61,070	$51,816	$3,300	$55,116	$5,955
# Capital Outlay		$65,600			$65,600	$22,218	$37,750	$59,968	$5,632
# MWRA Assessment		$4,088,380	$431,331		$4,519,711	$4,519,711		$4,519,711	$0
# Emergency Repairs		$20,000			$20,000	$18,219		$18,219	$1,781
# Debt Service		$1,183,153	($188,153)		$995,000	$994,465		$994,465	$535
		$5,912,996	$240,094	$0	$6,153,090	$6,070,724	$44,550	$6,115,274	$37,816

TOWN OF NEEDHAM

RTS ENTERPRISE FUND

STATEMENT OF APPROPRIATIONS AND EXPENDITURES

YEAR ENDED JUNE 30, 2000

	FY99 Continued Appropriations	Annual Town Meeting Appropriation	Special Town Meeting Amendments	Reserve Fund Transfers	Total Available for Expenditure	Disbursements to Date	FY00 Encumbrances	Total Expenditures	Unexpended Returned to Surplus
RTS Department									
# Salaries		$357,603	($27,000)		$330,603	$309,895		$309,895	$20,708
# Purchase of Service		$794,500	($57,500)		$737,000	$692,211	$8,164	$700,375	$36,625
# Expenses		$124,364	($19,264)		$105,100	$101,977		$101,977	$3,123
# Capital Outlay		$0			$0			$0	$0
# Emergency Repairs		$0			$0			$0	$0
# Debt Service		$230,339	$2,069		$232,408	$232,409		$232,409	($1)
		$1,506,806	($101,695)	$0	$1,405,111	$1,336,493	$8,164	$1,344,656	$60,455

TOWN OF NEEDHAM
BALANCE SHEET
GENERAL FUND JUNE 30, 2000

ASSETS	
CASH AND CASH EQUIVALENTS	$11,974,711
RECEIVABLES:	
Property Taxes	1,700,707
Excises	241,726
Departmental	142,604
TOTAL ASSETS	$14,059,748
LIABILITIES AND FUND EQUITY	
Liabilities:	
Warrants and accounts payable	$2,982,522
Deferred revenue	1,771,616
Reserve for tax refunds	119,459
Other Liabilities	98,541
TOTAL LIABILITIES	$4,972,138
Fund Balances:	
Reserved for expenditures	$3,370,685
Reserved for encumbrances	610,375
Unreserved / undesignated	5,106,550
TOTAL FUND BALANCE	9,087,610
TOTAL LIABILITIES AND FUND EQUITY	$ 14,059,748

TOWN OFFICIALS ELECTED

Assessors
Thomas J. Mulhern '02
David R. Suny '03
James M. Zeiger '01

Board of Health
Edward V. Cosgrove '02
Alan K. Stern '03
A. Raymond Taurasi '01

Commissioners of Trust Funds
Michael M. Monahan, Chairman '02
Karl Schofield '03
Patrick C. Forde '01

Constables
William F. Hines '02
Walter A. Wright '02

Housing Authority
Richard W. Gatto '03
Christine H. Miara '04
Sharon C. O'Brien '01
Paulette J. Turner '05
Bahi Reda '01

Moderator
Michael K. Fee '01

Park and Recreation Commission
Thomas J. Conroy '03
Jeffrey I. Meropol '01
Philip Robey '02
James F. Sargent '01
Richard P. Weitzen '03

Planning Board
Devra G. Bailen '03
Frank S. Gallello '01
Maurice P. Handel '05
Paul Killeen '04
Robert T. Smart, Jr. '02

School Committee
Irwin Silverstein '01
Paul F. Denver '03
Donald B. Gratz '03
Michael F. Hourigan '03
Karen N. Price '02
Jeffrey J. Simmons '01
Susan Welby '02

Selectmen
John H. Cogswell '02
Daniel P. Matthews '01
William M. Powers '03
Colleen Schaller '03
Gerald A. Wasserman '02

Town Clerk
Theodora K. Eaton '01

Trustees of Public Library
Lois C. Bacon '01
Thomas M. Harkins '02
Gail B. Hedges '01
Sally B. Powers '02
Emily Salaun '03
Gregory J. Shesko '03
Mary Lou Twickler '02

Trustees of Memorial Park
Willaim R. Dermody '01
John S. Gallello '02
John J. Logan, Jr. '03
Charles J. Mangine '01
Edward L. McCallum '03

APPOINTED BY THE SELECTMEN

Animal Control Officer
Harry Greenlaw

Assistant Town Administrator/ Personnel Director
Kate Fitzpatrick

Deputy Custodian of Buildings and Grounds
David L. Scahill

Director of Emergency Management
Charles J. Rizzo

Director of Finance
Robert Addelson

Director of MIS
Robert A. Burke

Director of Public Works
Richard P Merson

District Director of Veterans' Services/Veterans' Burial Agent/ Veterans' Graves Officer
John J. Logan, Jr

Fire Chief and Superintendent of Fire Alarm/ Forest Warden
Robert A. DiPoli

Inspector of Buildings
Daniel P. Walsh
David Gerber (sub)

Inspector of Plumbing and Gas
Andrew Brown
Robert Hapuman (sub)
Tim Sullivan (sub)

Inspector of Wiring
Ernest J. Hohengasser
Richard Greaves (sub)
John Anzivino (sub)
John McAward

Police Chief and Keeper of the Lockup
William G. Slowe

Sealer of Weights and Measures
John Horrigan

Superintendent, Garage
Stephen J. Hawes

Superintendent, Highway
Chainhardt Hoyland

Superintendent, Parks/Forestry
John Cusick

Superintendent, Water/Sewer
Robert A. Lewis

Town Administrator
Carl F. Valente

Town Comptroller
Melissa Motrook

Town Counsel
David S. Tobin

Town Engineer
Anthony DelGaizo

Treasurer and Tax Collector
Evelyn M. Poness

Ad Hoc Insurance Advisory Committee
Albert H. Shapiro, Chairman
Richard Davis
Niels H. Fischer
William H. Niblock, Jr.
Paul Winnick

Annual Town Report Committee
Jane A. Howard
Carl F. Valente

Board of Appeals
Michael A. Crowe
Jon P. Schneider
William J. Tedoldi
Susan Glazer, Associate
Gregory Condon, Associate

Cable Television Advisory Committee
Jon Tamkin, Chairman
Siben Dasqupta
John Fountain
Arnold M. Goldstein
Michael Greis
James Modena
Walter F. McDonough

Commission on Disabilities
Elaine Saunders, Co-Chair
Maureen T. Gallagher, Co-Chair
Frank DerSarkesian
Gertrude Farnham
Jeanie Martin
Carl F. Valente
Colin T. Wise

Conservation Commission
Roy A., Cramer, Chairman
Alan Brand
William C. Ely
John D. Marr, Jr.
Marsha Salett
Carl Shapiro
Lisa A. Standley

Council on Aging
Robert Batchhelder
Roma Jean Brown
Elizabeth Casey
Morris Dettman
Trudi J. Farnham
Helen Hicks
Eleanor Jacques
Vivian D. McIver
Ruth Moy
George Shannon
Nina Silverstein
Betsy Tedoldi

Cultural Council
Annette DerSarkesian
Emily Dreifus
Michelle French
John A. Jensen
Vasilia Laskaris
Carolyn Spiros

Economic Development Advisory Committee
John Cogswell
Gregory Condon
Louise Condon
Richard Davis
John Edgar
Bruce Eisenhut
Richard Epstein
Bernard Ford
Jeffrey Friedman
Maurice Handel
Douglass Landry
Lee Newman
Mary Lou Twickler
Carl F. Valente
Gerald A. Wasserman

Glover Enterprise Fund Committee
David Devine, Chairman
Paul Attridge
Cynthia Chaston
Francesco DeVito
George H. Hoffmeister
Ronald Ruth
Carl F. Valente (ex-officio)

Historical Commission
Carol J. Boulris
Norman A.Homsy
Louis Hutchins
Vicky Lynne Levy Krupp
Elizabeth Rich

Human Rights Committee
Bobbie Alicen
Allan Cave
Bud Cederholm
Trudi Farnham
Edith Garrison
James Glickman
Helen Hicks
Karen Hoffman
Miriam Kronish
A. Fay Remnitz
Gordan Riedell
William G. Slowe
Michael Vaughn

Millennium Committee
Peter Adams
Paul Attridge
Pauline Attridge
Carol deLemos
Jane Howard
Linda Muckerheide
Maryruth Perras
Sally Toran

New England Business Center - Economic Development Advisory Committee
George Berejik
John H. Cogswell
Jerry Derenzo
Kenneth Epstein
Richard Epstein
Joe Feinteuch
Maurice Handel
Tony Hatoun
Carmelo Iriti
Kathy Kalley
William Kelley
Helen Krawiecki
Mark Kukulski
Joe Norton
Tom Powerts
Melanie Prescott
Alexander Prohodski
Paul Salemi
Dean Scholosser
Howard Schwartz
Peter Sougacides
John Terrazzino
Mary Lou Twickler

Physical and Biological Sciences Committee
MaryDilys Anderson
David Bellinger
Andrew Bogdan
Thomas Fuller
John D. Genova
Jeffrey Kleiman
Eric D. Leskowitz
Robert T. Smart, Jr.
Irwin Silverstein
Peter Valberg

Registrars of Voters
John W. Day, Chairman
Barbara Doyle
Mary J. McCarthy
Theodora K. Eaton, ex-officio

School Safety Committee
Arthur Bloom
William Concannon
Cynthia Conturie
Robert Everts
Marge Flanders
John Griffin
Mary Quirk
William Powers, ex-officio

Solid Waste Recycling Committee
Saul Adams
John Bulian
John H. Cogswell
William Dermody
John Frankenthaler
Jeffrey Heller
Kevin Pichetti
Barbara Popper
Keith Saxon
Rachael Spector
Gerald A. Wasserman

Stephen Palmer Rent Review and Tenent Selection Committee
Gary Petrini
Patricia Forte
Robert T. Heald

Technology Advisory Board
William Dugan
David Escalante
Stephen B. Handler
Carl Rubin
Michael Greis, CATV Rep
Robert Addelson, ex-officio
Linda Conneely, ex-officio
Mary Ellen Dunn, ex-officio
Joanne Kossuth, non-voting technical advisor

Water and Sewer Rate Structure Committee
John Cogswell
Richard W. Coleman
John Connell
John P. Cosgrove, Jr
John D. Marr, Jr
Gerald Rovner
Stanley Stanzin

APPOINTED BY THE MODERATOR

Finance Committee
Michael Crawford, Chairman
Peter Adams
Susan R. Herman
James Masterman
Paul T. Milligan
Edward Nickles
Ronald Ruth
Peter T. Walsh
Theodore Weiner
Gerard G. Sullivan, Executive Director

Personnel Board
Richard Creem
John Dennis
Patricia A. Forde
Vivian Hsu
Richard Lunetta

APPOINTED BY THE ELECTED AND APPOINTED BOARDS

Administrative Assessor
James C. Weidenfeller

Assistant Town Clerk
Helen Atkinson

Building Construction and Renovation Manager
Steven Stewart

Director of Municipal Building Maintenance
Mark Lafleur

Director of Public Health
Fredric L. Cantor

Director of Youth Commission
Jon Mattleman

Environment Health Agent
Tara Gurge

Executive Director, Council on Aging
Sharon Lally

Executive Director, Needham Housing Authority
Cynthia Howe

Library Director
Ann MacFate

Planning Director
Lee Newman

Park and Recreation Director
Patricia M. Carey

Superintendent of Schools
Stephen Theall

Community Center Study Committee
Patricia M. Carey
William Dermody
Helen Jursek
Thomas Harkins
Keith McClelland
Catherine Parnell
Betsy Tedoldi
Susan Welby

Contributory Retirement Board (under vote of Town 11/3/36)
Evelyn Poness
Kate Fitzpatrick
Thomas A. Welch, II
John P. Krawiecki
Robert Mearls

Design Review Board
Enrique Bellido
Eugene R. Bolinger
Mark Gluesing
Dori B. Mock
Alexander Prohodski
Jeffrey M. Sackowitz
Fred Sklar
Stephen Tanner

Future School Needs Committee
James Lamenzo, by Moderator Chairman
Ann DerMarderosian, by Finance Committ
Mary Riddell, by League of Women Voters
Marjorie Margolis, by Moderator
Loretta O'Grady, by PTC President's Coun
Jeff Simmons, by School Committee
Roger Toran, by Planning Board
Kate Westcott, byModerator

Municipal Building Maintenance Boa
Patricia Carey
Ann MacFate
Richard P. Merson
Stephen Theall
Carl Valente

Permanent Public Building Committe
Cynthia Chaston
John Connelly
Theodore Crowell
George Kent
Greg Petrini
Edward Quinlan
Robert Wear

Transportation Committee
Duncan Allen, by Selectmen
Richard Creem, by Selectmen
Linda Hoard, by Planning Board
Jane A. Howard, by Moderator

Youth Commission
Deborah Winnick, Chairman, by Selectm
John Romeo, by Moderator, Chairman
Thomas Lambert, by Police Chief
Lorene Whyte, by School Committee
Colleen F. Schaller, by Park and Recreati
Barbara Popper, by Finance Committee

effective 12/

TOWN MEETING MEMBERS

AT-LARGE 2000

Michael K. Fee	137 Fox Hill Road
Daniel P. Matthews	31 Rosemary Street
John H. Cogswell	1479 Great Plain Avenue
Gerald A. Wasserman	80 Rolling Lane
William M. Powers	47 Scott Road
James M. Zeiger	156 Woodbine Circle
Edward V. Cosgrove	17 Laurel Drive
Lois C. Bacon	29 Harding Road
Philip V. Robey	12 Fletcher Road
Frank S. Gallello.	29 Howland Street
Paul F. Denver	7 Beaufort Avenue
Charles J. Mangine	40 Thorpe Road
Theodora K. Eaton	51 Bonwood Road
Colleen F. Schaller	24 Avon Circle

PRECINCT A

2003

Alan J. Davidson	29 Elder Road
John D. Genova	11 Jennifer Circle
Richard D. Lempitski	23 River Park Street
Beverly E. Luskin	53 Wayne Road
Ruth P. Siskowitz	19 Jennifer Circle
Sylvia Shuman	29 Yale Road
Louise P. Swanson	20 Lakin Street
Donald B. Gratz	330 Central Avenue
George Tarallo	76 Ardmore Road

2002

Kathleen Boothby	26 Seabeds Way #16
Richard S. Creem	12 Gary Road
Stuart J. Farkas	17 Wayne Road
Paul V. Kelly	77 William Street
Morton S. Parker	3 Wayne Road
Elsie Robinson	127 Noanett Road
Irwin Silverstein	44 Reservoir Avenue
Peter J. VanAmson	127 Ardmore Road
David R. Johnson	87 Taylor Street

2001

Michael A. Cerundolo	58 Taylor Stree
Alan S. Fanger	81 Gary Road
Robert E. Hoban, Jr.	104 Hunnewell Street
Richard S. Luskin	53 Wayne Road
Stanley E. Piltch	44 Hunnewell Street
Karen N. Price	386 Central Avenue
Blanche D. Randall	62 Noanett Road
Sydney Randall	62 Noanett Road
Herbert Robinson	127 Noanett Road

PRECINCT B

2003

Stephen L. Dornbusch	51 Damon Road
George Giunta, Jr.	604 B Central Avenue
John J. Frankenthaler	33 Brookside Road
Helene Marie Birmingham	3 Sunset Road
Albert E. Mills	177 Jarvis Circle
Gene M. Dale	40 Bess Road
Richard B. Moody	22 Parish Road
Dawn B. Dow	81 Cynthia Road
John F. Whalen, Jr.	297 West Street

2002

George Baierlein	50 Nardone Road
Robert D. Friedman	20 Glendale Road
Susan M. Glazer	64 Booth Street
Michael J. Graham	150 Brookside Road
Elizabeth Ann Mills	177 Jarvis Circle
Steven Rosenstock	44 Bess Road
Harriett D. Tippett	78 Clarke Circle
Eliot M. Weinstein	48 Damon Road
Andrew James Maynard	299 Rosemary Street

2001

Deborah H. Anastas	165 Brookside Road
John C. Halfrey	53 Hunnewell Street
Elisabeth A. Harris	82 Cynthia Road
Trudi R. Ide	160 Brookside Road
Sandra E. Jaszek	18 Crescent Road
Meredith P. Page	19 Glendale Road
Julio Farulla	60 Tillotson Road #3
Donald R. Steinberg	64 Damon Road

PRECINCT C

2003

Jan D. Campbell	461 Charles River Street
Mark J. Gluesing	48 Macintosh Avenue
Daniel L. Lintz	71 Fuller Brook Avenue
David W. Lombard	44 Colonial Road
Daniel P. Messing	1725 Great Plain Avenue
Lyn Robbins-Jekowsky	530 High Rock Street
Sandra Balzer Tobin	59 Winding River Road
Peter A. Alpert	108 Locust Lane
Eric D. Leskowitz	23 Tolman Street

2002

Paul S. Alpert	116 Pine Street
Laurence G. Eaton	51 Bonwood Road
John W. Lebourveau	865 Central Ave. #G303
Ruth Z. Nadol	640 Charles River Street
Sheila G. Pransky	100 Mayflower Road
Susan A. Barber	74 Stockdale Road
Barry S. Levine	32 Carol Road
Sarah Ann Toran	945 Central Avenue
Charles A. Thompson	865 Central Avenue A406

2001

Evelyn S. Dow	494 High Rock Street
Stanton H. Davis	54 Mackintosh Avenue
William H. Dugan, Jr.	29 Pine Street
Christine M. Harvey	80 Mackintosh Avenue
Everett E. Hicks	8 Howe road
Carl J. Lueders	34 Whitman Road
Rita A. Russian	39 Alden Road
Jonathan D. Tamkin	60 Bonwood Road
Davis Gilman Johnson	865 Central Avenue O404

PRECINCT D

2003

Christopher J. Condon	19 Overlook Road
Thomas F. Soisson	128 Maple Street
Serge J. Zdanovich	32 Oak Street
Julene E. Schultz	51 Gilbert Road
Karl H. Clauset, Jr.	69 Sylvan Road
Cynthia Conturie	96 Robinwood Avenue
Roger B. Hunt	969 South Street
Claudia B. Wallace	51 Yurick Road
Bruce T. Eisenhut	106 Marked Tree Road

2002

Lois C. Bacon	29 Harding Road
Carol Johnson Boulris	203 Country Way
Kathryn L. D'Addesio	110 Linden Street
Janice G. Hunt	969 South Street
Paul Killeen	66 Henderson Street
Antonio M. Manzon	53 Henderson Street
Christine H. Miara	36 Marked Tree Road
Sally B. Powers	47 Scott Road

2001

Patricia A. Taurasi	119 Barrett Street
Joan E. Adams	1206 Great Plain Avenue
Diane S. Webber	44 Oakcrest Road
Mark S. Driscoll	33 Murphy Rd
A. Raymond Taurasi	119 Barrett Street
Amy L. MacAvery	10 Hollow Ridge Road
Saul Adams	1206 Great Plain Avenue
Kathy L. Killeen	66 Henderson Street
Elizabeth B. Kloss	1200 Great Plain Avenue
Kathleen M. Lewis	99 Linden Street
Maura B. Steeves	1361 South Street

PRECINCT E

2003

Michelle S. Ardini	86 Sutton Road
Cynthia J. Chaston	119 Fox Hill Road
Jeffrey A. Kleiman	103 Lawton Road
Linda J. Novak	20 Old Farm Road
Theodore L. Baker	914 Webster Street
Thomas M. Harkins	41 Laurel Drive
Ronald L. Morrison	1208 Greendale Avenue #224
Paul A. Siegenthaler	1049 Webster Street

2002

Roy A. Cramer	137 Bradford Street
Jane A. Howard	119 Green Street
Ford H. Peckham	26 Lawton Road
Maryruth Perras	42 Oakhurst Circle
Mark P. Fachetti	187 South Street
Philip V. Robey	12 Fletcher Road
Carol A. Tracy	1087 Webster Street
Martin L.B. Walter	271 Edgewater Drive

2001

Roma Jean Brown	30 Edgewater Lane
Lawrence R. Cummings	27 South Street
Ann Dermarderosian	130 Fox Hill Road
Paul J. Durda	149 Laurel Drive
Linda J. George	110 South Street
James G. Healy	767 South Street
Jean C. Martin	139 Plymouth Road
William J. Supple	75 Redington Road

PRECINCT F

2003

Phyllis S. Fanger	21 Oakland Avenue
Richard W. Gatto	17 Rosemary Street
Jeffrey D. Heller	1092 Central Avenue
Elizabeth M. Keil	43 Kingsbury Street
Vincent J. Fabiani	27 Lewis Street
Erin E. Bradley	30 Winfield Street
Gail E. Davis	233 Nehoiden Street
Deborah S. Winnick	12 Mallard Road

2002

David R. Cox	9 Morton Street
Gilbert W. Cox, Jr.	49 Colonial Road
Ada W. Suydam	35 Carey Road
John F. Milligan	25 Blacksmith Drive
James Hugh Powers	263 Nehoiden Street
Ellen T. Sherman	145 Meadowbrook Road
Mark Andrew Weiss	68 Meetinghouse Circle
Kathleen D. Whitney	75 Kingsbury Street

2001

Richard W. Davis	233 Nehoiden Street
Robert F. Enos	38 Oakland Avenue
Bernard H. Ford	108 Garden Street
Maurice P. Handel	3 Rosemary Street
Carolyn R. McIver	70 Pickering Street
John J. Naughton, Jr.	61 Warren Street
Michele K. Wolfman	31 Paine Road
Gregory John Shesko	70 May Street

PRECINCT G

2003

Richard DeMeis	126 Powers Street
Michael P. Hourigan	267 Warren Street
Helen Jursek	45 Grant Street
John J. Romeo	22 Woodlawn Avenue
Marsha C. Salett	21 Eaton Road
Mary Lou Twickler	22 Ingleside Road
Richard B. Weitzen	66 Eaton Road
Susan Welby	857 Webster Street

2002

Patricia B. Buckley	155 Fair Oaks Park
William F. Connors	146 Melrose Avenue
Mary S. Kenslea	76 Wilshire Park
Caroline D. Murray	156 Fair Oaks Park
Paul O'Connor	108 Wilshire Park
Kathleen O'Keeffe	49 Coolidge Avenue
Jill E. Owens	98 Wilshire Park
Theodore Weiner	88 Pleasant Street

2001

Susan W. Abbott	60 Otis Street
Robert T. Heald	86 Eaton Road
Joanne Miles	96 Grant Street
William J. Miles	96 Grant Street
Barbara K. Popper	31 Wilshire Park
Sheila G. Pulver	24 Bradford Street
Robert T. Smart, Jr.	25 Mayo Avenue
Marcia B. Young	76 Stevens Road

PRECINCT H

2003

Gregory P. Igo	22 Sterling Road
Thomas H. Hannigan Jr.	28 Lancaster Road
Ellen M. Grady	34 Whittier Road
Peter Friedenberg	42 Douglas Road
Julia Satti Cosentino	265 Great Plain Avenue
John A. Bulian	86 Peacedale Road
Daniel J. Kumin	50 Highgate Street
Terry G. Windhorst	79 Norwich Road

2002

Richard J. Savage	15 Evans Road
Peter J. Meade	1085 Greendale Avenue
Mark McDonough	173 Fairfield Street
Marjorie M. Margolis	20 Mann Avenue
Robert Y. Larsen	150 Tudor Road
Jeffrey Kristeller	138 Elmwood Road
Michael A. Diener	30 Kenney Street
Therese A. Buckley	42 Broad Meadow Road

2001

John E. Comando	54 Norwich Road
Barbara R. Wilmot	103 Hillcrest Road
Arthur P. Phillips	37 Appleton Road
LeRoy J. Nutile	60 Tudor Road
Elizabeth P. Handler	317 Great Plain Avenue
Wendy Perlman	111 Birds Hill Avenue
Nancy E. McCarthy	29 Sterling Road
Penny E. Gordon	169 Broad Meadow Road

PRECINCT I

2003

Maura O. Walsh	49 Colby Street
Michael T. Vaughn	130 Lindbergh Avenue
Lorraine M. Murphy	59 Beaufort Avenue
Keith M. McClelland	110 Brookline Street
Gary C. Crossen	298 Manning Street
Patrick C. Forde	66 Washington Avenue
Alan D. Burt	67 Washington Avenue
Gerald R. Browne	242 Hillcrest Road

2002

Jill C. Kahn-Boesel	44 Brookline Street
Elizabeth A. Giles	188 Highgate Street
William C. Ely	214 Hillcrest Road
Nicholas J. Day	35 Morley Street
Paul H. Attridge	59 Powers Street
Maureen T. McCaffrey	285 Manning Street
David L. Tannozzini	57 Melrose Avenue
Susanne D. Huges	6 Morningside Road

2001

Michael J. Goldberg	18 Holland Street
John W. Day	35 Morley Street
Neil O. Alper	245 Brookline Street
Michele M. McQuillen	9 Holland Terrace
Joanne Aliber	123 Beaufort Avenue
Paul F. Denver	7 Beaufort Avenue
Peter W. Adams	134 Hillcrest Road
Paul G. Smith	35 Hawthorn Avenue

PRECINCT J

2003

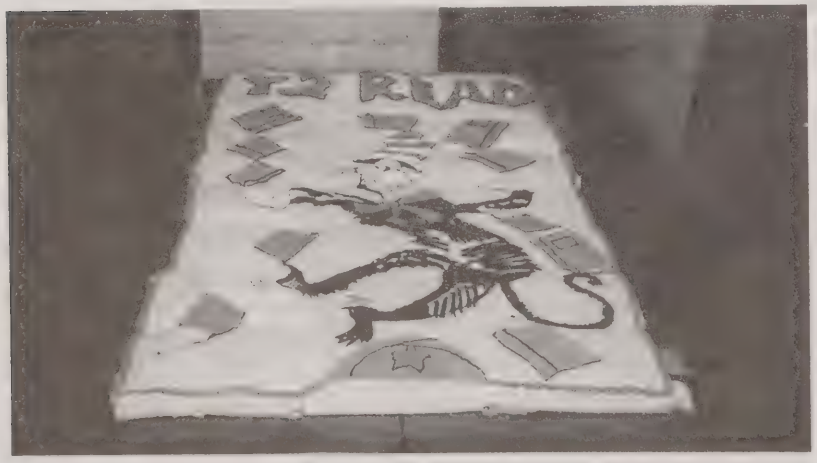
Elton J. Delaune	36 Richdale Road
Judith Lee Campbell	36 Richdale Road
Catherine J. Barker	13 West Street
Barbara J. Downs	51 Virginia Road
Robert A. Downs	51 Virginia Road
John D. Marr, Jr.	70 Greendale Avenue
William M. Hynes	5 Manning Street
Margaret A. Tucker	419 Webster Street

2002

Charles H. Cahill Jr.	111 Hoover road
Gregory M. Casey	309 Greendale Avenue
Bradley M. Christenson	10 Mercer Road
Deborah A. Coyle	16 Lexington Avenue
Brian J. Hallahan	134 Richdale Road
Mary Ellen Carroll-Rogan	14 LaSalle Road
George F. Skinner	118 Manning Street
Betsy M.. Tedoldi	68 High Street

2001

Marcia C. Mather	179 Paul Revere Road
John P. Connelly	41 LaSalle Road
Jane Butler-Lane	312 Webster Street
William R. Dermody	12 Concord Street
Richard W. Epstein	75 Highland Terrace
Michael J. Greis	384 Webster Street
Jane B. Murphy	12 Mark Lee Road
Emily M. Salaun	101 Tower Avenue



Celebrating Dr. Seuss' birthday with a cake designed by the parents of the Hillside School.

Needham Clubs and Organizations Relying Upon Volunteers

General Service

Beth Shalom Garden Club
Charles River Association for Retarded Citizens
Exchange Club of Needham
Friends of the Needham Public Library
GFWC Needham Women's Club
Great Plain Squares
Kalmia Garden Club
MediaOne
Needham Art Association
Needham Athletic Boosters Club
Needham Bird Club
Needham Chapter of Hadassah
Needham Communicators, ITC
Needham Community Council, Inc.
Needham Community Theatre, Inc.
Needham Concert Society
Needham Council On Aging
Needham Creative Arts Council
Needham English Handbell Ringers
Needham Garden Club
Needham Historical Society, Inc.
Needham Lions Club
Needham PeaceWorks
Needham Stamp Club
Newcomers Club of Needham, Inc.
Postcomers Club of Needham, Inc.
Retired Men's Club of Needham
Rotary Club of Needham
Women's American Ort,
YMCA of Greater Boston

Health/Support Services

American Cancer Society
American Heart Association
American Red Cross of MA Bay, West Area
Deaconess-Glover Hospital
Deaconess-Glover Hospital Aid Assoc.
Needham Board of Health Traveling Meals
Needham Mental Health/Mental Retardation Coalition
The Women's Center of Needham
Visiting Nurse Associates, Inc.

Civic and Fraternal

American Legion Post #14
Colonel William MacIntosh Chapter of the NSDAR
Knights of Columbus
League of Women Voters of Needham
Mt. Vernon Royal Arch Chapter
Needham Business Association
Needham Democratic Town Committee
Needham Heights Neighborhood Assoc.
Needham Human Rights Committee
Needham Republican Town Committee
Needham Women's Republican Club
Norfolk Lodge AF & AM
Veterans of Foreign Wars
Veterans of Foreign Wars Ladies Auxiliary #2498
Wistaria Chapter, No. 138 OES
Women Democrats Metro West

Education and Youth

American Field Service
Boy Scouts of America
CWLA/Walker Trieschman Center
Needham Babe Ruth & Little League
Needham Children's Museum
Needham Education Foundation, Inc.
Needham Soccer Club
Needham Youth Hockey Assoc. Inc.
Parent Talk, Inc.
Patriots Trail Girl Scout Council, Inc
Preschool H.E.L.P.
Thirteen Club
The Walker Home & School

(Courtesy Needham Community Council)

SPECIAL TOWN MEETING

WARRANT

TOWN OF NEEDHAM

MONDAY, NOVEMBER 15, 1999

7:30 P. M.

NEWMAN SCHOOL

CENTRAL AVENUE **NEEDHAM**

COMMONWEALTH OF MASSACHUSETTS

Norfolk, ss.

To either of the Constables in the Town of Needham in said County, Greetings:

In the name of the Commonwealth of Massachusetts, you are hereby required to notify and warn the inhabitants of the Town of Needham qualified to vote in elections and in Town affairs to meet at the Newman Elementary School in said Town on

MONDAY, THE FIFTEENTH OF NOVEMBER , 1999

at seven-thirty in the afternoon, then and there to act upon the following articles, viz:

ARTICLE 1: AMEND ZONING BY-LAW - SIDE LINE SETBACK EXEMPTION FOR "NEW CONSTRUCTION" IN GENERAL RESIDENCE DISTRICT

To see if the Town will vote to amend the Needham Zoning By-Law, Section 4.2, Dimensional Regulations for Rural Residence-Conservation, Single A, Single Residence B, General Residence, and Institutional Districts, Subsection 4.2.1 Table of Regulations, by revising the last sentence of footnote (i) thereof so that it shall read as follows (new language underlined):

"Notwithstanding anything to the contrary contained herein, the minimum side line setback requirement for all buildings and structures on any lot in a Single Residence B or General Residence District which contains less than 10,000 square feet or has less than 80 feet of frontage shall be 10 feet."

Or take any other action relative thereto.

INSERTED BY: Planning Board
FINANCE COMMITTEE RECOMMENDS THAT: No Position Taken

Article 1 Explanation: Article 1 would reduce the side line setback requirement to 10 feet for lots in the General Residence District on which "new construction" is proposed, if the lot is under 10,000 square feet in area or has less than 80 feet of frontage. This reduction has already been applied by Town Meeting to such lots in the Single Residence B District. The amendment would create parity between two similar zoning districts.

At the present time "new construction" in the General Residence District must meet a stepped side line setback as follows: If you build the side of the house along the setback line, it can extend for a distance of only 28 feet at the 12.5-foot setback line. Any additional length must be set back an additional two feet. So, under the current rules, 28 feet of the side of the house could be located 12.5

feet from the side lot line, the remainder would have to be at least 14.5 feet back from that line.

"New construction" is defined as: (1) Any construction of a structure on a vacant lot; (2) Any construction which involves demolition of more than 50% of the exterior frame or exterior envelope of an existing structure; (3) Any addition to an existing one-story structure which results in a gross floor area greater than 240% of the gross floor area of the existing structure; (4) Any addition to an existing one and one-half story structure which results in a gross floor area greater than 220% of the gross floor area of the existing structure; and (5) Any addition to an existing two-story or two and one-half story structure which results in a gross floor area greater than 175% of the gross floor area of the existing structure.

ARTICLE 2: AMEND ZONING BY-LAW - SIDE LINE SETBACK SPECIAL PERMIT FOR "NEW CONSTRUCTION" IN SINGLE RESIDENCE B AND GENERAL RESIDENCE DISTRICT

To see if the Town will vote to amend the Needham Zoning By-Law, Section 4.2, Dimensional Regulations for Rural Residence-Conservation, Single A, Single Residence B, General Residence, and Institutional Districts, Subsection 4.2.1 Table of Regulations, by adding a new sentence to the end of footnote (g) as follows:

"In a Single Residence B or General Residence District, any building or structure that meets current zoning requirements but is prevented from commencing "New Construction" because the "New Construction" will be within the 12.5-foot side line setback, but not within the 10-foot side line setback, may commence the "New Construction" upon receipt of a special permit from the Board of Appeals under Section 7.5.2 of the Zoning By-Law, provided: (1) the "New Construction" meets all other requirements of the Zoning By-Law; (2) the Board determines that such change, extension, alteration, or enlargement would not be substantially more detrimental to the neighborhood than the existing structure; and (3) no more than 50% of the exterior frame or exterior envelope of the existing structure is demolished as a function of the proposed construction activity."

Or take any other action relative thereto.

INSERTED BY: Planning Board
FINANCE COMMITTEE RECOMMENDS THAT: No Position Taken

Article 2 Explanation: Article 2 would give the Board of Appeals the authority to issue a special permit, after public notice and hearing, to a landowner proposing "new construction" in the Single Residence B or General Residence districts. Such a special permit would allow a landowner whose house was already 10 feet or more but less than 12.5 feet from the side line of the lot to seek a special permit to construct a large addition, rather than tearing the house down, so long as that landowner: (1) meets all of the other requirements of the by-law, including the lot coverage requirement, (2) satisfies the Board of Appeals that the change would not be substantially more detrimental to the neighborhood than the existing structure, and (3) does not demolish more than

50% of the exterior frame of the structure.

This would be a clarification of the by-law's language to accomplish the Planning Board's original intent.

When the Planning Board drafted the by-law amendment last spring, it and the Building Inspector reasoned that the Board of Appeals already had authority to grant a special permit in the limited circumstances described above. When the Board of Appeals disagreed, it became necessary to propose this article.

ARTICLE 3: APPROPRIATE FOR Y2K PREPARATIONS

To see if the Town will vote to raise and appropriate the sum of $65,000 to be used for staffing and other costs related to the Town's preparation for Y2K, said sum to be spent under the direction of the Board of Selectmen and raised from the tax levy; or take any other action relative thereto.

INSERTED BY: Board of Selectmen
FINANCE COMMITTEE RECOMMENDS THAT: Article be Adopted

Article 3 Explanation: This amount, in addition to the $30,000 appropriated at the Annual Town Meeting, is for additional on-duty public safety personnel for the December 31 - January 2 period.

ARTICLE 4: APPROPRIATE FOR KOREAN WAR MEMORIAL

To see if the Town will vote to raise and appropriate the sum of $500 for the incidental expenses related to the erection on Memorial Park of a monument to honor the memory of the members of the Armed Forces of the United States of America who lost their lives in the Korean War, and to honor those residents of the Town who served in said Armed Forces during said war, said sum to be expended under the direction of the Board of Selectmen, and raised from the tax levy; or take any other action relative thereto.

INSERTED BY: Board of Selectmen
FINANCE COMMITTEE RECOMMENDS THAT: Article be Adopted

Article 4 Explanation: The Board of Selectmen recommends that the proposed Memorial, like others in Town, be paid for with private donations, but that $500 be funded for incidental expenses of the Committee.

ARTICLE 5: APPROPRIATE FOR DPW VEHICLE STUDY

To see if the Town will vote to raise and appropriate the sum of $45,000 for a management study of the DPW vehicle plan and replacement schedule, said sum to be expended under the direction of the Board of Selectmen and raised from the tax levy; or take any other action relative thereto.

INSERTED BY: Board of Selectmen
FINANCE COMMITTEE RECOMMENDS THAT: Article be Adopted

Article 5 Explanation: The purpose of this study will be to: identify types and numbers of vehicles necessary to support Town services; identify fleet necessary for the snow removal program; review specialized equipment and whether this equipment should be leased, purchased or shared with other communities; review the existing DPW replacement cycle; make recommendations on whether to trade-in or auction used vehicles; and assess the adequacy of the DPW Garage Division to maintain equipment.

ARTICLE 6: APPROPRIATE FOR ELIOT SCHOOL DESIGN

To see if the Town will vote to raise and appropriate the sum of $400,000 for an architectural design for the Eliot elementary school, to be spent under the direction of the Permanent Public Building Committee, and to meet this appropriation the Treasurer, with the approval of the Board of Selectmen, is authorized to borrow up to $400,000 for a period of up to five years under M.G.L., Chapter 44, Section 7; or take any other action relative thereto.

INSERTED BY: Board of Selectmen / School Committee
FINANCE COMMITTEE RECOMMENDS THAT: Article be Adopted

Article 6 Explanation: At the May 1999 Annual Town Meeting, $40,000 was appropriated for a study to determine if the current Eliot School site could support a new, larger elementary school. The results of that study concluded that the site can support a larger elementary school. This $400,000 appropriation, therefore, is for 40 percent of cost of the design of this new school. The request for an appropriation for the balance of the design and construction, which is estimated at $14,000,000, will be brought before the May 2000 Annual Town Meeting. It is anticipated that 58 percent of the design, construction and financing costs will be reimbursed by the State.

ARTICLE 7: APPROPRIATE FOR HIGH ROCK SCHOOL DESIGN

To see if the Town will vote to raise and appropriate the sum of $100,000 for architectural design for renovations to the High Rock School, to be spent under the direction of the Permanent Public Building Committee, and raised from the tax levy; or take any other action relative thereto.

INSERTED BY: Board of Selectmen / School Committee
FINANCE COMMITTEE RECOMMENDS THAT: Recommendation to be Made at Town Meeting

Article 7 Explanation: The School Committee has decided that, while a new Eliot School is being constructed, students will be housed at the High Rock School, which is now largely vacant. This request for funding is for the architectural design necessary in order to complete limited renovations necessary to use the High Rock as a temporary school. The High Rock School may also be used for Broadmeadow students during that renovation, however this decision has not yet been made. The

request for an appropriation for the construction, will be brought before the May 2000 Annual Town Meeting. This project is not eligible for reimbursement by the State.

ARTICLE 8: AMEND OPERATING BUDGET

To see if the Town will vote to amend and supersede certain parts of the FY2000 Operating Budget adopted under Article 19 of the 1999 Annual Town Meeting, by deleting the amounts of money appropriated under some of the line items and appropriating new amounts for some of the line items;

Line Item	Appropriation	Changing From	Changing To
013	Health Insurance	$4,480,000	$4,505,000
017	Maturing Bonds	1,367,339	1,380,039
018	Interest	392,137	354,034
101	Selectmen, Salaries	333,510	336,510
206	Finance, Purchase of Service	298,900	339,914
208	Finance, Capital Outlay	51,600	53,600
211	Finance Committee, Reserve Fund	644,039	700,000
302	Schools, Purchase of Service	2,703,288	2,703,288
501	Public Works, Salaries	2,179,107	2,195,907
504	Public Works, Capital Outlay	30,700	53,300
701	Planning, Salaries	105,343	106,745

Or take any other action relative thereto.

INSERTED BY Finance Committee
FINANCE COMMITTEE RECOMMENDS THAT: Article be Adopted

ARTICLE 9: AMEND FY 2000 WATER ENTERPRISE FUND BUDGET

To see if the Town will vote to amend and supersede certain parts of the FY2000 Water Enterprise Fund Budget adopted under Article 20 of the 1999 Annual Town Meeting, by deleting the amounts of money appropriated under some line items and appropriating new amounts; under the provisions of M.G.L. Chapter 44, Section 53F ½ ;

Line Item	Appropriation	Changing From	Changing To
901	Salaries	$ 813,819	$914,219
902	Purchase of Service	233,700	243,300
905	MWRA Assessment	329,482	356,384
907	Debt Service	1,021,721	925,000

And an additional $127,207 to be raised from Water Enterprise Fund Retained Earnings.

Or take any other action relative thereto.

INSERTED BY: Board of Selectmen/Finance Committee
FINANCE COMMITTEE RECOMMENDS THAT: Article be Adopted

Article 9 Explanation: The increase in salaries is for 24 hour a day staffing of the new water treatment facility, required by DEP for the first six months of operation. The increase in purchase of service includes $6,100 for the printing and mailing of the water quality report, mandated by the federal EPA and $3,500 for an additional appropriation for the water meter replacement study. The MWRA assessment and debt service adjustment are final changes which have been determined since the Annual Town Meeting.

ARTICLE 10: AMEND FY2000 WASTEWATER ENTERPRISE FUND BUDGET

To see if the Town will vote to amend and supersede certain parts of the FY2000 Wastewater Enterprise Fund Budget adopted under Article 21 of the 1999 Annual Town Meeting, by deleting the amounts of money appropriated under some line items and appropriating new amounts; under the provisions of M.G.L. Chapter 44, Section 53F½ ;

Line Item	Appropriation	Changing From	Changing To
908	Salaries	$ 392,393	$385,809
909	Purchase of Service	102,400	105,900
912	MWRA Assessment	4,088,380	4,519,711
914	Debt Service	1,183,153	995,000

Or take any other action relative thereto.

INSERTED BY: Board of Selectmen/Finance Committee
FINANCE COMMITTEE RECOMMENDS THAT: Article be Adopted

Article 10 Explanation: The increase in the purchase of service category is for an additional appropriation of $3,500 for the water meter replacement study. The MWRA assessments and debt service adjustment are final changes which have been determined since the Annual Town Meeting.

ARTICLE 11: AMEND FISCAL YEAR 2000 SOLID WASTE / RECYCLING ENTERPRISE FUND BUDGET

To see if the Town will vote to amend and supersede certain parts of the FY2000 Solid Waste/ Recycling Enterprise Fund Budget adopted under Article 22 of the 1999 Annual Town Meeting, by

deleting the amounts of money appropriated under some line items and appropriating new amounts; under the provisions of M.G.L. Chapter 44, Section 53F1/2;

Line Item	Appropriation	Changing From	Changing To
915	Salaries	$ 357,603	$365,603
916	Purchase of Service	794,500	675,700
917	Expenses	124,364	97,600
920	Debt service	230,339	232,408

Said sum to be raised as follows: Solid Waste Receipts, $585,732; Transfer from the Tax Levy $512,200; and $317,000 from the Solid Waste / Recycling Fund Retained Earnings.

Or take any other action relative thereto.

INSERTED BY: Board of Selectmen/Finance Committee
FINANCE COMMITTEE RECOMMENDS THAT: Article be Adopted

Article 11 Explanation: The increase in salaries is for a part-time recycling coordinator. The decrease in purchase of service and expenses is related to lower disposal costs resulting from the pay-per throw program, as well as lower recycling costs.

ARTICLE 12: APPROPRIATE FOR HIGH SCHOOL HVAC DESIGN

To see if the Town will vote to raise and appropriate the sum of $135,000 for engineering or architectural services and plans and specifications for the ventilation system at the High School, to be spent under the direction of the Permanent Public Building Committee and raised from the tax levy; or take any other action relative thereto.

INSERTED BY: Board of Selectmen / School Committee
FINANCE COMMITTEE RECOMMENDS THAT: Recommendation to be Made at Town Meeting

Article 12 Explanation: The Permanent Public Building Committee has completed a needs assessment study of the High School HVAC system. Based on this study, the PPBC is recommending the next phase, which is an appropriation for engineering and design services. It is anticipated that the appropriation for construction will be brought to the May 2000 Annual Town Meeting.

ARTICLE 13: APPROPRIATE FOR ROAD REPAIRS

To see if the Town will vote to raise and appropriate the sum of $125,000 for road repairs, to be spent under the direction of the Board of Selectmen and raised from the tax levy; or take any other action relative thereto.

INSERTED BY: Board of Selectmen
FINANCE COMMITTEE RECOMMENDS THAT: Recommendation to be Made at Town Meeting

Article 13 Explanation: The Town currently faces over $7,500,000 in reconstruction costs for Chapter 90 eligible roads (State funding) and over $5,000,000 in reconstruction costs necessary for local roads. While the Town has historically received $700,000 annually in Chapter 90 State funding, the State has approved a total of only $468,000 for FY2000 and 2001, a two-thirds reduction. The Board of Selection is recommending a long range plan to establish a regular appropriation for the extraordinary repair of Town roads in order to keep these roads in passable condition until they can be reconstructed.

ARTICLE 14: APPROPRIATE FOR RTS TRANSFER TRAILER

To see if the Town will vote to raise and appropriate the sum of $42,000 for the purchase of a solid waste transfer trailer, to be spent under the direction of the Board of Selectmen and raised from Retained Earnings of the Solid Waste / Recycling Enterprise Fund; or take any other action relative thereto.

INSERTED BY: Board of Selectmen
FINANCE COMMITTEE RECOMMENDS THAT: Article Not Be Adopted

Article 14 Explanation: With the closing of the Landfill and the initiation of the Pay-Per-Throw Program, it has become apparent that to ensure adequate hauling capacity and to optimize operating efficiency, the fleet of transfer trailers should be increased from 5 to 6. The expected useful life of these trailers is 6 years.

ARTICLE 15: ACCEPT MGL CHAPTER 80 SECTION 13B (SEPTIC BETTERMENT DEFERRAL)

To see if the Town will vote to accept the provisions of M.G.L., Chapter 80 Section 13B, to provide that the Town may defer payments of betterments by homeowners who are eligible for real estate tax exemptions under M.G.L. Chapter 59, Section 5, clause 41A; or take any other action relative thereto.

INSERTED BY: Board of Selectmen
FINANCE COMMITTEE RECOMMENDS THAT: Article be Adopted

Article 15 Explanation: This law was previously accepted by Town Meeting, however only for applicants who applied in FY1999. By approving this Article this tax deferment program will be permanent. The Board of Selectmen and Board of Health are recommending the acceptance of this law to allow certain low income elderly residents to defer the payment of betterment assessments. In Needham, betterment assessments are primarily limited to sewer connection betterments and septic improvement betterments. To be eligible for the deferral the applicant must be the property

owner, over 65 years of age, have owned and occupied property in Massachusetts for 5 years, have lived in Massachusetts for the preceding 10 years and in the year preceding application have a gross annual income not to exceed $40,000. Total apportioned and deferred betterment payments (and taxes if applicable), together with interest accrued, may not exceed 50% of the owners interest in the assessed value of the property.

ARTICLE 16: APPROPRIATE TO STABILIZATION FUND

To see if the Town will vote to raise and appropriate the sum of $100,000 to the Stabilization Fund, as provided for under M.G.L. Chapter 40, Section 5B as amended; or take any other action relative thereto.

INSERTED BY: Board of Selectmen / Finance Committee
FINANCE COMMITTEE RECOMMENDS THAT: Recommendation to be Made at Town Meeting

And you are hereby directed to serve this Warrant by posting copies thereof in not less than twenty public places in said Town at least fourteen (14) days before said meeting.

Hereof fail not and make due return of this Warrant with your doings thereon unto our Town Clerk on or after said day and hour.

Given under our hands at Needham aforesaid this twenty-sixth day of October 1999

William M. Powers
Paul Theodore Owens
Daniel P. Matthews
John H. Cogswell
Gerald A. Wasserman

Selectmen of Needham

A TRUE COPY
Attest:
Constable:

111599.wpd

Town Clerk's Office
Needham, MA 02492

First Class Mail
U.S. Postage Paid
Needham, MA
Permit No. 58224

ATTN: SPECIAL TOWN MEETING WARRANT

TOWN OF NEEDHAM

MASSACHUSETTS

2000 Annual Town Meeting Warrant

ELECTION.....Monday, April 10, 2000

Business Meeting at 7:30 P.M. on Monday, May 1, 2000

at the Newman School

Dear Town Meeting Members and Town Residents:

Here is your Annual Town Meeting Warrant for the year 2000. This year there are 81 Articles dealing with the Town's business. The format of this year's Warrant is the same as last year. Following each Warrant Article is a brief narrative explaining the intent or background of the Article. We hope you find this format helpful.

This year's Town Meeting will be at the Newman Elementary School on Central Avenue. Town Meeting begins on May 1, 2000 at 7:30 p.m.

Lastly, on Monday, April 24 the League of Women Voters will sponsor it's annual Warrant Meeting at 7:00 p.m. at the Pollard Middle School. This meeting, open to all residents, provides an opportunity to informally discuss and ask questions about any of the Articles that will come before Town Meeting. We hope that you can attend this informative meeting.

Board of Selectmen

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89th REPORT OF THE FINANCE COMMITTEE (MARCH 2000)

Each year, the Finance Committee is required by law to prepare a budget that balances expenditures with projected revenues. The Board of Selectmen is responsible for, and votes, the projected available revenue. This year, as has been true for the past four years, the projected revenues are sufficient to fund all prior year level funded operating budgets. In addition, as will be further discussed below, the Finance Committee is recommending funding for a portion of the requests for level service and additional service. Throughout the hearings, the Finance Committee faced difficult choices regarding how to allocate the available revenue between the competing operating and capital needs of the Town.

The Finance Committee devoted substantial attention in its deliberations to the funding of capital projects and the level of debt assumed by the Town. At last November's Special Town Meeting, the Finance Committee made a special presentation on the Town's current debt picture, and projections for the debt burden in the next five fiscal years. Each of these issues will be further discussed below.

REVENUE

As of this writing, the total projected revenue available for appropriation to fund FY01 operating budgets is $62,779,262. This amount represents an increase of $2,776,065, or 4.6%, over total revenue available for appropriation in FY00. Of the total additional revenue available for appropriation, $500,000 is projected new growth, and $950,550 in state aid (Chapter 70, additional assistance, and Lottery distributions). The total revenue available for appropriation also includes approximately $100,000 of FY00 additional Education Reform monies that came into the General Fund after the November 1999 Special Town Meeting.

In addition to this revenue, there are also certain monies which resulted from unexpended reserves, monies which we project to be non-recurring and which should not be used to fund department operating budgets or debt service. Instead, the Finance Committee recommends that these monies be used for cash capital and other one-time expenses. These monies include the Board of Assessor's release of $500,000 overlay reserves. In addition, the Finance Committee presently believes that a substantial amount of the FY00 Reserve Fund could be used to fund cash capital and other one-time expenses. The reasons for our considered use of the FY00 Reserve Funds monies are primarily three-fold: (1) there are fewer Reserve Fund transfers anticipated through the end of the fiscal year; (2) Y2K did not have a financial impact; and (3) at the November 1999 Special Town Meeting, $225,000 was voted into the Reserve Fund rather than the Stabilization Fund. There is also approximately $125,000 from prior capital appropriations funded through debt that were unexpended and are available for re-allocation.

FY01 OPERATING BUDGET OVERVIEW

As it has in past years, the Finance Committee requested that all department heads, committees and boards submit a level funded budget request, and to separately identify items and amounts necessary to provide level service, and to list prioritized funds for additional department requests. A level funded budget is the prior year's appropriation by Town Meeting, and any additional contractual salary increases and mandates imposed by federal or state law or regulation.

This year, the level funded budget requests presented to the Finance Committee amounted to $49,885,825. The projected revenues of $62,779,262 cover the town-wide expenses of $11,962,433 and the level funded budgets, with $931,004 remaining for allocation. By comparison, for FY00, after adjustments for town-wide expenses and all level funded budgets, there was $1,914,621 to be allocated to operating budgets and capital – FY01 has almost $1 million less than FY00.

The Finance Committee is particularly concerned about the increase, and future potential increases, in town-wide expenses since it lessens funds available for department operating budgets. By way of example, for FY01, the projected town-wide expenses have increased $1,291,458 over FY00, or approximately 12%. From FY99 to FY00, the increase was $502,811, or approximately 5%. Among other expenses, the Finance Committee is concerned with the assessment received from the Minuteman Vocational Technical School, and in particular the process by which it is calculated. As of this writing, the FY01 assessment increased by approximately $150,000 from FY00. This amount represented $97,760 over and above what had been

anticipated for FY01. Moreover, with the change in the "choice" student program, if the Minuteman School is unable to otherwise maintain its current enrollment and concurrently does not "downsize" its operation, the Finance Committee is concerned about the burden of future assessments, and their impact on revenue available for appropriation to town departments. On a separate note, the town's contractual obligation to pay unfunded pension liabilities and other expenses of Glover Hospital is no longer being fully absorbed by the Glover Enterprise Fund. For FY01, the related town-wide expenses rose $255,524 while the Enterprise Fund was still able to absorb $230,197 of the total cost of $485,721. The Enterprise Fund will be fully depleted in FY02 when the cost to the town is estimated to be $492,376, or an additional impact of $236,852. Another cost carried in townwide expenses is debt service. As of this writing, the repayment of maturing bonds and interest expense will rise over $450,000 in FY01, an increase of 25% over FY00.

During our budget deliberations, we divided the $931,004 available for appropriation between: (1) department operating budgets, level service and additional funding requests; (2) the financial warrant articles; and (3) capital purchases to be made with cash. As of this writing, the Finance Committee is not recommending additional debt service on amounts in FY01. The following are some, but not all, of the level service and additional service items which the Finance Committee recommends funding with the unallocated revenue:

1. 4.5 teachers at the High School and Middle School;
2. 2.5 Special Education teachers;
3. two computer-related positions to support technology use within the schools;
4. additional part-time (20 hrs.) inspectors for the Building Department;
5. new ergonomic furniture for the Board of Health, Youth Commission and Board of Assessors;
6 additional funds for ground resurfacing by the Park & Recreation, particularly for playgrounds;
7. 10 new computers for Town Hall offices, and one for the Executive Secretary of the Finance Committee;
8. 11 new Macintosh computers, and 2 servers, for school department administration;
9. replacement of a 1984 pickup truck used by the Municipal Building Maintenance Board;
10. additional office supplies and an increased copier maintenance contract for the Council on Aging;
11. general increases in departments for postage and legal notices, including an increase in costs incurred for Town Meeting printings and mailings;
12. additional monies for the Library to purchase books and other materials; and
13. monies for the repair of fields, fences and buildings.

DEBT SERVICE AND CAPITAL

Included in the warrant is a breakdown of the town's debt service into four categories: (1) hospital debt; (2) levy supported debt; (3) fee funded (transfer station and water/sewer enterprise funds); and (4) override debt. Since1991, the Finance Committee has applied the following guidelines to form its recommendations to Town Meeting:

1. Debt service on levy funded debt projects should be kept within a fixed percentage of the tax levy (originally 2%, raised to 3% in FY99);
2. Total debt service should not exceed 10% of the total revenue; and
3. When possible, the Town should fund some projects each year with cash, not debt, especially those of a shorter life span or involving maintenance/repair.

With the recent inclusion of the water treatment plant, pumping stations and landfill debt, as well as the currently estimated $140 million in projects presented by the Comprehensive Facilities Study Committee, we believe that the Town should continue to adhere closely to the above guidelines. Moreover, in view of the potential increased operating costs and expanded services associated with the various Facilities Study projects, and the known, and unknown, future expenses of the town, we strongly believe that the Operating Budgets of the town, both present and future, must be protected from the ever-increasing adverse effects of increasing debt service obligations.

In brief, the more funds committed to debt service, the less money there is to fund other requests such as increased costs to existing programs, additional personnel, new programs, and minor capital programs. There must also be due consideration given to the deferred and future projects within the Capital Plan, which numbered over 60 as of last Fall, as well as potential new capital requests to be funded within the levy such as roadwork, (e.g. the intersection near the Eliot School), additional fire trucks, vehicles for the Department of Public Works. In addition, there are several "master plans" currently in development, such as the stormwater master plan(s), which purportedly will identify more projects, some of which may be "mandated," and both individually and collectively will have a significant cost. Further, once the town commits to new debt within the operating budget, it must be paid even if there is a downturn in the economy or a large unexpected "new" expense. In either circumstance, our options would be to slash existing budgets or have an operational override vote. Therefore, careful scrutiny and careful planning must be undertaken before incurring new debt, and jeopardizing the current level of services.

CLOSING THOUGHTS

The Town faces uncertainty on several significant financial issues as it enters FY01. For example, every collective bargaining agreement in the Town expires at the end of FY00, and the renegotiation of these agreements will have an impact on the FY01 budget. As past Chairpersons have stated to Town Meeting, unless the Town can keep the rate of increased expenses well within the rate of revenue increases, deficits are the inevitable product of Proposition 2 ½. For FY01, this concern is particularly acute. As explained above, while the revenue increased by 4.6% from FY00 to FY01, the townwide expenses increased approximately 12%. By comparison, from FY99 to FY00, the revenue increase was 5.7%, and the increase in town-wide expenses was 4.9%

Looking forward, the Finance Committee is also concerned with various developments that will likely impact future operating budgets of the Town, including:

1. cost overruns of the "Big Dig" that may lessen state funds available to the Town;
2. the state's reductions in local road (Chapter 90) money, at a time when our roads are facing repair and maintenance work;
3. potential revisions to School Building Assistance reimbursement and changes in Education Reform formula, which controls the amount of money a community receives from the state;
4. the impact of future increased energy costs on the town's operating budgets, and the resulting elimination of those funds for other departments;
5. anticipated increased operating budgets in the event the projects proposed by the Comprehensive Facilities Study are supported; and
6. enterprise funds generally, and in particular the tax levy support of the RTS enterprise fund and the amount, and uses, of the RTS retained earnings.

In conclusion, the Finance Committee thanks the Board of Selectmen, the Town Administrator and Finance Director, and all Department Heads, town officials and employees, and committee liaisons with whom we have worked this past year. As the Chairman, I also want to thank each of the Finance Committee members, who have volunteered and dedicated their time to analyze the budgets and the various capital requests presented to the Finance Committee. Throughout the year, their hard work, support, and at times humor, were much appreciated. In addition, I would like to acknowledge the invaluable contribution and support from our Executive Secretary, Gerry Sullivan, now in his 14th year of service to the Finance Committee and the Town.

Paul T. Milligan, Chairman
Michael Crawford, Vice Chairman
Paul G. Smith, Past Chairman
Ford H. Peckham
Susan R. Herman
Michele M. McQuillen
Ronald W. Ruth
James D. Masterman
Edward C. Nickles
Executive Secretary, Gerard G. Sullivan

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REVENUE SUMMARY: FY 99 - 2001 (As Approved by the Board of Selectmen)

General Fund Only

	ACTUAL RECEIPTS FY99	ESTIMATED RECEIPTS FY2000	PROJECTED RECEIPTS FY2001
RECEIPTS:			
Motor Vehicle Excise	3,414,360	2,742,465	2,930,000
Transfer from Water Enterprise Fund	564,636	645,917	645,917
Transfer from Sewer Enterprise Fund	418,676	420,276	420,276
Licenses & Permits	621,755	500,000	580,000
Fines & Forfeits	128,237	130,000	145,000
Recreation	242,054	254,000	250,000
Special Assessments	0	0	3,700
Hotel Tax	347,202	250,000	325,000
Investment Income	742,277	650,000	725,000
Transfer from Glover Ent. Fund	473,027	462,000	230,797
MBTA Commuter Parking	148,118	120,000	140,000
Penalties and Interest	147,154	175,000	150,000
In Lieu of Taxes	178,038	267,000	280,000
Charges for Services	318,514	370,000	370,000
Fees	175,788	175,000	175,000
Library Charges	50,981	42,000	45,000
Rentals	37,687	24,000	28,000
Transfer from Chapter 90 State Highway Funds	0	16,448	16,000
Other Receipts	81,266	30,000	30,000
Supplemental Lottery Aid	134,432	174,893	0
SUB-TOTAL	**8,224,202**	**7,448,999**	**7,489,690**
REVENUE:			
Real & Personal Property Tax Levy	45,147,748	47,031,992	48,730,044
State Aid	6,211,877	6,905,161	7,830,408
SUB-TOTAL	**51,359,625**	**53,937,153**	**56,560,452**
RESERVES:			
Undesignated Fund Balance (Free Cash)	1,968,754	2,900,719	2,565,745
Overlay Surplus	780,000	730,941	500,000
Reserved for Appropriation - Parking	55,000	55,000	55,000
Reserved for Appropriation - C & D Account	77,357	0	0
Handicapped Parking Fines	0	0	0
SUB-TOTAL	**2,881,111**	**3,686,660**	**3,120,745**
TOTAL REVENUE	**62,464,938**	**65,072,812**	**67,170,887**
LESS-REDUCTIONS IN REVENUE:			
Cherry Sheet Assessments	1,053,187	1,075,083	1,122,000
Cherry Sheet Offsets	435,957	445,656	445,656
Overlay (reserve for abatements)	781,288	945,841	972,000
School Building Reimbursements	1,022,769	1,022,769	1,022,769
Transfer to Solid Waste Enterprise Fund	1,054,000	512,200	829,200
SUB-TOTAL	**4,347,201**	**4,001,549**	**4,391,625**
AVAILABLE FOR APPROPRIATION:	**58,117,737**	**61,071,263**	**62,779,262**
OTHER RESERVES APPROPRIATED	**0**	**0**	**225,000**
TOTAL	**58,117,737**	**61,071,263**	**63,004,262**

SUMMARY: FY 99 - 2001 OPERATING BUDGET (General Fund Only)

	EXPENDED FY 99	APPROPRIATED FY2000	RECOMMENDED FY2001
TOWN WIDE EXPENSES	9,958,383	10,674,772	11,962,433
DEPARTMENT BUDGETS:			
Board Of Selectmen	469,680	523,383	520,265
Town Clerk	200,497	193,629	219,194
Legal	219,558	203,380	208,380
Personnel Board	11,262	15,820	15,820
Assessors	268,380	294,581	290,640
Finance	1,079,447	1,243,021	1,239,622
Finance Committee	21,434	953,957	1,017,426
Education	25,899,178	27,531,683	29,217,778
Police	3,683,385	3,748,664	3,772,420
Fire	4,275,866	4,730,289	4,566,416
Building	220,796	238,968	285,947
Department of Public Works	2,845,613	3,181,438	3,059,004
Building Maintenance	3,570,869	3,627,595	3,596,087
Permanent Public Bldg Committee	67,917	72,937	78,011
Board of Health	298,050	318,477	328,752
Veterans Services	42,082	76,190	78,098
Youth Commission	130,031	156,578	163,319
Council On Aging	181,402	190,467	193,450
Commission on Disabilities	511	513	513
Planning Board	120,152	111,652	122,622
Conservation Commission	18,701	27,270	27,928
Board of Appeals	8,917	9,165	9,305
Historical Commission	211	513	513
Library	788,647	853,213	876,188
Park & Recreation	362,976	394,061	397,094
Memorial Park	165	500	500
DEPARTMENT BUDGETS SUB TOTAL	**54,744,110**	**59,372,716**	**62,247,725**
Financial Warrant Articles	22,500	150,500	54,500
Appropriate to Stabilization Fund	121,271	228,595	0
New Debt Service	60,988	32,038	0
Warrant Articles - Capital	559,000	1,287,414	338,851
TOTAL OPERATING BUDGET:	**55,507,869**	**61,071,263**	**62,641,076**

OPERATING BUDGET RECOMMENDATIONS
FOR FISCAL YEAR ENDING JUNE 30, 2001

Submitted by the Finance Committee

GENERAL NOTE: Fiscal year 1999 Expended column and fiscal year 2000 Appropriated column may have been restated to reflect the consolidated expense request grouping for fiscal year 2001.

		EXPENDED FY99	APPRO-PRIATED FY2000	RECOM-MENDED FY2001	AMENDMENT
TOWN WIDE EXPENSES					
(19.22% of Budget Total)					
010	Street lighting	348,499	399,750	370,000	
011	Garbage collection	93,660	97,000	97,000	
012	Insurance, general	240,309	252,000	283,000	
013	Health insurance	3,960,000	4,505,000	4,975,285	
014	Worker's compensation	450,000	385,000	385,000	
015	Prop. self insurance (Ch.40, s13)	20,000	20,000	20,000	
016	Unemployment compensation	21,205	35,000	35,000	
017	Maturing bonds	1,340,474	1,380,039	1,751,125	
018	Interest	254,581	354,034	471,563	
019	Contributory retirement	2,520,976	2,671,000	2,754,000	
020	Chapter 32 retirement	138,967	144,200	145,200	
021	Minuteman Voc. assessment	482,914	336,249	497,760	
022	MBTA Commuter Parking	86,798	95,500	107,500	
023	Glover Hosp. Accrued Liab.	0	0	70,000	
TOTAL: TOWN WIDE EXP.		**9,958,383**	**10,674,772**	**11,962,433**	
GENERAL GOVERNMENT					
(1.55% of Budget Total)					
BOARD OF SELECTMEN:					
101	Salaries	304,673	336,510	340,462	
102	Merit Pay	0	14,500	14,500	
103	Purchase of service	135,087	148,828	144,923	
104	Expenses	17,657	19,370	20,380	
105	Capital outlay	12,263	4,175	0	
	TOTAL	469,680	523,383	520,265	
TOWN CLERK/BOARD OF REGISTRARS:					
106	Salaries	157,057	151,268	168,994	
107	Purchase of service	20,500	20,860	24,000	
108	Expenses	3,277	4,455	5,200	
109	Capital outlay	2,000	2,500	0	
110	Tellers / Canvassers / Details	17,663	14,546	21,000	
	TOTAL	200,497	193,629	219,194	

GENERAL GOVERNMENT (Continued)		EXPENDED FY99	APPROPRIATED FY2000	RECOMMENDED FY2001	AMENDMENT
LEGAL:					
111	Salaries	52,033	53,380	53,380	
112	Special fees	163,264	145,000	150,000	
113	Expenses	4,261	5,000	5,000	
	TOTAL	219,558	203,380	208,380	
PERSONNEL BOARD:					
114	Salaries	345	1,820	1,820	
115	Purchase of service	10,261	10,000	10,000	
116	Merit bonus	656	4,000	4,000	
	TOTAL	11,262	15,820	15,820	
TOTAL: GENERAL GOVERNMENT		**900,997**	**936,212**	**963,659**	
FINANCE					
(4.09% of Budget Total)					
ASSESSORS:					
201	Salaries	228,808	238,081	245,540	
202	Purchase of service	30,583	35,000	31,500	
203	Expenses	7,945	13,500	12,000	
204	Capital outlay	1,044	8,000	1,600	
	TOTAL	268,380	294,581	290,640	
FINANCE DEPARTMENT:					
205	Salaries	620,219	752,937	774,676	
206	Purchase of service	293,113	334,794	309,741	
207	Expenses	89,757	101,690	100,845	
208	Capital outlay	76,357	53,600	54,360	
	TOTAL	1,079,447	1,243,021	1,239,622	
FINANCE COMMITTEE:					
209	Salaries	20,938	24,861	24,861	
210	Expenses	496	500	500	
211	Reserve fund	See page 63	928,596	992,065	
	TOTAL	21,434	953,957	1,017,426	
TOTAL: FINANCE		**1,369,261**	**2,491,559**	**2,547,688**	

		EXPENDED FY 99	APPRO-PRIATED FY2000	RECOM-MENDED FY 2001	AMENDMENT
EDUCATION					
(46.94% of Budget Total)					
SCHOOL DEPARTMENT:					
301	Salaries	22,168,185	23,608,072	25,226,640	
302	Purchase of service	2,733,725	2,772,029	2,982,535	
303	Expenses	797,961	995,756	852,777	
304	Capital outlay	199,307	155,826	155,826	
	TOTAL	25,899,178	27,531,683	29,217,778	
TOTAL: EDUCATION		**25,899,178**	**27,531,683**	**29,217,778**	
PUBLIC SAFETY					
(13.86% of Budget Total)					
POLICE:					
	Salaries-regular	2,713,588	3,008,718	3,027,594	
	Salaries-overtime	672,613	442,057	442,057	
401	Total salaries	3,386,201	3,450,775	3,469,651	
402	Purchase of service	44,792	44,512	59,492	
403	Expenses	119,720	124,082	125,082	
404	Capital outlay	132,672	129,295	118,195	
	TOTAL	3,683,385	3,748,664	3,772,420	
FIRE:					
	Salaries-regular	3,565,088	3,967,162	3,866,266	
	Salaries-overtime	445,000	445,000	445,000	
	Salaries o/t alarm div.	8,160	10,000	10,000	
405	Total salaries	4,018,248	4,422,162	4,321,266	
406	Purchase of service	85,619	144,560	97,400	
407	Expenses	123,314	146,475	147,750	
408	Capital outlay	48,685	17,092	0	
	TOTAL	4,275,866	4,730,289	4,566,416	
BUILDING:					
409	Salaries	213,178	231,561	278,190	
410	Purchase of service	1,211	1,500	1,650	
411	Expenses	5,607	5,907	6,107	
412	Capital outlay	800	0	0	
	TOTAL	220,796	238,968	285,947	
TOTAL: PUBLIC SAFETY		**8,180,047**	**8,717,921**	**8,624,783**	

		EXPENDED FY99	APPROPRIATED FY2000	RECOMMENDED FY2001	AMENDMENT
PUBLIC FACILITIES					
(10.82% of Budget Total)					
PUBLIC WORKS:					
501	Salaries	1,909,553	2,195,907	2,167,673	
502	Purchase of service	433,241	492,329	469,281	
503	Expenses	253,713	289,902	272,050	
504	Capital outlay	5,862	53,300	0	
505	Snow & Ice	243,243	150,000	150,000	
	TOTAL	2,845,613	3,181,438	3,059,004	
BUILDING MAINTENANCE:					
506	Salaries	1,868,788	1,935,899	1,942,814	
507	Purchase of service	1,324,216	1,405,161	1,326,088	
508	Expenses	298,153	278,335	298,235	
509	Capital outlay	79,712	8,200	28,950	
	TOTAL	3,570,869	3,627,595	3,596,087	
PERMANENT PUBLIC BUILDING COMMITTEE:					
510	Salaries	66,963	68,637	73,711	
511	Purchase of service	303	1,500	1,500	
512	Expenses	651	2,800	2,800	
513	Capital outlay	0	0	0	
	TOTAL	67,917	72,937	78,011	
TOTAL: PUBLIC FACILITIES		**6,484,399**	**6,881,970**	**6,733,102**	
HUMAN SERVICES					
(1.22% of Budget Total)					
BOARD OF HEALTH:					
601	Salaries	222,115	241,436	250,711	
602	Purchase of service	68,250	68,991	68,991	
603	Expenses	7,685	8,050	9,050	
604	Capital outlay	0	0	0	
	TOTAL	298,050	318,477	328,752	
VETERANS' SERVICES:					
605	Salaries	38,435	42,840	44,298	
606	Purchase of service	215	300	300	
607	Expenses	3,239	3,050	3,500	
608	Veteran's benefits	193	30,000	30,000	
	TOTAL	42,082	76,190	78,098	

		EXPENDED FY 99	APPRO-PRIATED FY 2000	RECOM-MENDED FY 2001	AMENDMENT
HUMAN SERVICES (Continued)					
YOUTH COMMISSION:					
608	Salaries	125,331	151,788	156,429	
609	Purchase of service	2,741	2,800	2,800	
610	Expenses	1,960	1,990	1,990	
611	Capital outlay	0	0	2,100	
	TOTAL	130,031	156,578	163,319	
COUNCIL ON AGING:					
612	Salaries	175,280	183,167	185,570	
613	Purchase of service	2,047	2,175	3,305	
614	Expenses	4,074	4,125	4,575	
615	Capital outlay	0	1,000	0	
	TOTAL	181,402	190,467	193,450	
COMMISSION ON DISABILITIES:					
616	Expenses	511	513	513	
	TOTAL	511	513	513	
TOTAL: HUMAN SERVICES		**652,076**	**742,225**	**764,132**	
DEVELOPMENT					
(0.26% of Budget Total)					
PLANNING BOARD:					
701	Salaries	95,419	106,745	111,312	
702	Purchase of service	22,960	3,160	10,160	
703	Expenses	1,772	1,747	1,150	
704	Capital outlay	0	0	0	
	TOTAL	120,152	111,652	122,622	
CONSERVATION COMMISSION:					
705	Salaries	14,796	22,871	22,871	
706	Purchase of service	2,756	3,249	3,569	
707	Expenses	1,149	1,150	1,488	
708	Capital outlay	0	0	0	
	TOTAL	18,701	27,270	27,928	
BOARD OF APPEALS:					
709	Salaries	5,799	5,945	5,945	
710	Purchase of service	2,991	3,050	3,090	
711	Expenses	128	170	270	
	TOTAL	8,918	9,165	9,305	
HISTORICAL COMMISSION:					
712	Expenses	211	513	513	
	TOTAL	211	513	513	
TOTAL: DEVELOPMENT		**147,981**	**148,600**	**160,368**	

		EXPENDED FY99	APPRO-PRIATED FY2000	RECOM-MENDED FY2001	AMENDMENT
CULTURAL AND LEISURE SERVICES					
(2.05% of Budget Total)					
LIBRARY:					
801	Salaries	621,561	675,346	679,288	
802	Purchase of service	40,024	41,934	40,967	
803	Books & Periodicals	114,795	123,502	143,502	
804	Expenses	12,267	12,431	12,431	
805	Capital outlay	0	0	0	
	TOTAL	788,647	853,213	876,188	
PARK & RECREATION:					
806	Salaries	293,919	313,436	314,469	
807	Purchase of service	34,840	46,278	46,278	
808	Expenses	24,336	24,347	24,347	
809	Capital outlay	9,881	10,000	12,000	
	TOTAL	362,976	394,061	397,094	
MEMORIAL PARK:					
810	Expenses	165	500	500	
811	Capital outlay	0	0	0	
	TOTAL	165	500	500	
TOTAL: LEISURE/CULTURAL SERV.		**1,151,788**	**1,247,774**	**1,273,782**	
GRAND TOTAL: DEPARTMENT BUDGETS		**54,744,110**	**59,372,716**	**62,247,725**	

WARRANT FOR THE ANNUAL TOWN ELECTION
MONDAY, APRIL 10, 2000
TOWN OF NEEDHAM
COMMONWEALTH OF MASSACHUSETTS

Norfolk, ss.

To either of the constables in the Town of Needham in said County. Greetings:

In the name of the Commonwealth of Massachusetts you are hereby required to notify and warn the Inhabitants of the Town of Needham qualified to vote in elections and in Town affairs to meet in their respective voting places in said Town namely:

Precinct A	-	Hillside School - Gymnasium
Precinct B	-	Hillside School - Gymnasium
Precinct C	-	Newman School - Gymnasium
Precinct D	-	High Rock School - Gymnasium
Precinct E	-	Pollard Middle School - Room 226
Precinct F	-	Stephen Palmer Community Room
Precinct G	-	Broadmeadow School - Gymnasium
Precinct H	-	Broadmeadow School - Gymnasium
Precinct I	-	William Mitchell School - Gymnasium
Precinct J	-	William Mitchell School - Gymnasium

on MONDAY, THE TENTH DAY OF APRIL, 2000

from forty-five minutes after six o'clock in the forenoon, until eight o'clock in the afternoon, then and there to act upon the following articles, viz:

ARTICLE 1: ANNUAL TOWN ELECTION

To choose by ballot the following Town Officers:

One Moderator for One Year;
Two Selectmen for Three Years;
One Assessor for Three Years;
Two Members of School Committee for Three Years;
One Member of the School Committee for One Year;
Two Trustees of Memorial Park for Three Years;
One Trustee of Memorial Park for One Year;
Two Trustees of Needham Public Library for Three Years;
One Trustee of Needham Public Library for Two Years;
One Member of Board of Health for Three Years;
One Member of Planning Board for Five Years;
One Member of the Needham Housing Authority for Five Years;
One Commissioner of Trust Funds for Three Years;
Two Members of Park and Recreation Commission for Three Years;
Nine Town Meeting Members from Precinct A for Three Years;
One Town Meeting Member from Precinct A for Two Years;
Nine Town Meeting Members from Precinct B for Three Years;
Two Town Meeting Members from Precinct B for One Year;
Nine Town Meeting Members from Precinct C for Three Years;
Two Town Meeting Members from Precinct C for Two Years;

One Town Meeting Member from Precinct C for One Year;
Nine Town Meeting Members from Precinct D for Three Years;
One Town Meeting Member from Precinct D for Two Years;
One Town Meeting Member from Precinct D for One Year;
Eight Town Meeting Members from Precinct E for Three Years;
Eight Town Meeting Members from Precinct F for Three Years;
One Town Meeting Member from Precinct F for Two Years;
One Town Meeting Member from Precinct F for One Year;
Eight Town Meeting Members from Precinct G for Three Years;
Eight Town Meeting Members from Precinct H for Three Years;
Two Town Meeting Members from Precinct H for One Year;
Eight Town Meeting Members from Precinct I for Three Years;
Eight Town Meeting Members from Precinct J for Three Years.

ARTICLE 2: BALLOT QUESTION: DEBT EXCLUSION - ELEMENTARY SCHOOLS

To submit the following question upon the official ballot to the voters of the Town:

"Shall the Town of Needham be allowed to exempt from the provisions of Proposition two and one-half, so called, the amount required to pay for the bond issued in the principal amount of $31,500,000 for the following elementary school projects including necessary design, engineering and equipping: (1) addition to and renovation of the Broadmeadow School; (2) construction of a new Eliot School; (3) repairs to the High Rock School, to be used during the construction for the Broadmeadow and Eliot School projects; and (4) partial renovations to the Newman School so that it may be used for the pre-school program which is now located at the High Rock School?"

ARTICLE 3: BALLOT QUESTION: DEBT EXCLUSION - HIGH SCHOOL

To submit the following question upon the official ballot to the voters of the Town:

"Shall the Town of Needham be allowed to exempt from the provisions of Proposition two and one-half, so called, the amount required to pay for the bond issued in the principal amount of $5,350,000 for: (1) heating and ventilation system replacement; (2) gym, auditorium and other facility improvements; and (3) paving at Needham High School, including necessary design, engineering and equipping?"

Warrant for the Annual Town Meeting

MONDAY, MAY 1, 2000 AT 7:30 P.M. AT NEWMAN SCHOOL

ARTICLE 4: COMMITTEE AND OFFICER REPORTS

To hear and act on the reports of Town Officers and Committees.

INSERTED BY: Board of Selectmen

ZONING/LAND USE ARTICLES

ARTICLE 5: AMEND ZONING BY-LAW - WIRELESS COMMUNICATIONS FACILITIES

To see if the Town will vote to amend the Needham Zoning By-Law, as follows:

(a) In Section 2.1, Classes of Districts, by adding a new Overlay District designation and category as follows:

"WCFT - Wireless Communications Facilities Towers Overlay"

(b) In Section 3, Use Regulations, by inserting a new Subsection 3.7, Wireless Communications Facilities Towers Overlay District, to read as follows:

"3.7 Wireless Communications Facilities Towers Overlay District

3.7.1 Purpose of District

The purpose of the Wireless Communications Facilities Towers Overlay District is to promote the health, safety and general welfare of the community while accommodating the communications needs of the general public. Those purposes are to be achieved by minimizing the adverse visual effect of wireless communication equipment towers, facilities and devices, by providing safeguards for the general public, by avoiding potential damage to adjacent properties, by maximizing the use of existing towers and buildings, by concealing new equipment within or on existing towers or buildings, and by encouraging co-location of equipment to accommodate the needs of wireless communication in order to reduce the number of towers needed to service the community.

3.7.2 Scope of Authority

The Wireless Communications Facilities Towers Overlay District shall be considered as overlying other use districts established by this By-Law. Within the Wireless Communications Facilities Towers Overlay District, the requirements of the underlying district continue to apply except as may be specifically superseded herein. The provisions of this section 3.7 shall not be applicable to towers presently in existence or to towers that may be constructed in the future that serve commercial television or radio communications purposes. The scope of authority of this section 3.7 shall be limited to personal wireless services and equipment related thereto as defined in section 6.7.2 of this By-Law.

3.7.3 Uses in the Wireless Communications Facilities Towers Overlay District

3.7.3.1 Permitted Uses

All uses permissible and as regulated within the underlying district. See Section 6.7 Wireless Communications Facilities.

3.7.3.2 Special Permit Uses

(a) All uses permitted by special permit in the underlying district at that location may be allowed upon the issuance of a special permit by the Board of Appeals under such conditions as that Board may require.

(b) Free-standing monopoles and free-standing lattice towers which meet the following criteria:

1. Free-standing monopoles and free-standing lattice towers shall be no higher than 199 feet.

2. The setback from a free-standing monopole or a free-standing lattice tower shall be at least 125 feet from the property line.

3. Monopoles are the preferred mount for such structures. The applicant for a wireless communication lattice tower shall demonstrate that such installation will reduce the number of standalone facilities needed for wireless communication facilities by enabling greater co-location of wireless communication equipment than would otherwise have been achievable on a monopole installation.

4. Co-location of wireless communication equipment on existing towers and buildings is encouraged. The applicant for a wireless communication monopole or lattice tower

shall demonstrate that the communication equipment planned for the proposed structure cannot be accommodated on an existing or approved tower or structure or building within one-half mile search radius of a proposed monopole or lattice tower for one or more structural, technical, economic or other reasons as documented by a qualified engineer or other qualified professional including, but not limited to the following:

(a) no such tower or building exists.

(b) the structural capacity of the existing tower or structure is inadequate and cannot be modified at a reasonable cost, the proposed equipment will interfere with the usability of existing equipment.

(c) the owner of an appropriate building or structure has effectively denied permission to co-locate by unreasonable delay or commercially unreasonable terms or conditions.

(d) the height of an existing tower or structure is not adequate to permit the proposed equipment to function.

In the event that co-location is found to be not feasible, a written statement of the reasons for the infeasibility shall be submitted to the Board of Appeals. The Board of Appeals may retain a technical expert in the field of RF engineering to verify if co-location at the site is not feasible or is feasible given the design configuration most accommodating to co-location. The cost for such a technical expert will be at the expense of the applicant, said fee should be reasonable, customary and actual. The Board of Appeals may deny a special permit to an applicant that has not demonstrated a good faith effort to provide for co-location.

5. Every special permit issued by the Board of Appeals for a new monopole or lattice tower shall be automatically subject to the condition that the permit holder must allow co-location upon the structure by other wireless communication providers upon commercially reasonable terms and conditions and without unreasonable delay, if such co-location is technically feasible. It is expressly provided that any requirement imposed by a permit holder which requires the payment of rent in excess of industry standards or which allows co-location only if the requesting party provides comparable space on one of its structures to the permit holder shall be deemed to be commercially unreasonable.

3.7.4 Establishment and Delineation of Wireless Communications Facilities Tower Overlay District

For the purposes of this district, there are hereby established within the town certain wireless communications facilities towers overlay districts, consisting of areas which are delineated on a map entitled, "Zoning Map of the Town of Needham, Massachusetts": as originally dated September 1924 and revised to May 15, 1989, and as revised and amended to date and on file in the Office of the Town Clerk.

3.7.5 Severability

A determination that any portion or provision of this overlay protection district is invalid shall not invalidate any other portion or provision thereof, nor shall it invalidate any special permit previously issued thereunder."

(c) In Section 6, Special Regulations, by inserting a new Subsection 6.7, Wireless Communications Facilities, to read as follows:

"6.7 Wireless Communications Facilities

6.7.1 Intent

The purpose of this section is to accommodate the communication needs of the general public while promoting the health, safety and general welfare of the community. These purposes are to be achieved by minimizing the adverse visual effect of wireless communication equipment towers, facilities and devices, by providing safeguards for the general public, by avoiding potential damage to adjacent properties, by maximizing the use of existing towers and buildings, by concealing new equipment within or on existing towers or buildings, and by encouraging co-location of equipment to accommodate the needs of wireless communication in order to reduce the number of towers needed to service the community.

6.7.2 Definitions

For the purposes of this section, the following words and phrases shall have the following meanings:

Antenna - a device, usually a metal rod, dish or panel, for receiving and transmitting electromagnetic signals, including, but not limited to radio, video, telephone or data transmissions.

Building-mounted wireless communication equipment - both roof-mounted and facade-mounted wireless communication equipment.

Carrier - a company that provides wireless service.

Co-location - the use of a single mount on the ground by more than one carrier (vertical co-location) and/or several mounts on an existing building or structure by more than one carrier.

Environmental Assessment (EA) - the document required by the Federal Communications Commission (FCC) and the National Environmental Policy Act (NEPA) when a personal wireless service facility is placed in certain designated areas.

Equipment Shelter - an enclosed structure, cabinet, shed or box at the base of the mount within which are housed batteries and electrical equipment.

Facade-mounted wireless communication equipment - wireless communications equipment attached to a vertical wall, exterior surface or ornamental feature other than the roof of a building or structure.

Free Standing Device - a monopole wireless service facility not requiring guy wires for support; and any other device mounted on the ground and not mounted on any existing building or structure.

Guyed Tower - a monopole or lattice tower that is tied to the ground or other surface by diagonal cables.

Height - a distance measured from the average grade of the land surrounding the device to its highest point, surface or projection, in the case of free-standing devices, or a distance measured from the average grade of the land surrounding the exterior walls of a building to the highest point, surface or projection of the device, in the case of devices mounted on existing buildings.

Interior-mounted wireless communication equipment - wireless communications equipment that is wholly within a building or structure, including such equipment within a mechanical penthouse, steeples, bell towers, cupolas or other architectural features which are not completely enclosed.

Lattice Tower - a type of mount that is self-supporting with multiple legs and cross-bracing of structural steel.

Monopole - the type of mount that is self-supporting with a single shaft of steel or concrete and a platform for antennas arrayed at the top.

Personal Wireless Services - Wireless telecommunications services regulated by the Federal Communications Commission ("FCC") and defined as "personal wireless services" in Section 704,

or other sections, of the Federal Telecommunications Act of 1996 as amended; by way of example but not limitation, personal wireless services include cellular telephone services, so-called personal communications services ("PCS") and paging services.

Radio Frequency (RF) Engineer - an engineer specializing in electrical or microwave engineering, especially the study of radio frequencies.

Roof-mounted wireless communication equipment - wireless communications equipment attached to the primary roof of a building.

Security Barrier - A locked, impenetrable wall, fence or berm that completely seals an area from unauthorized entry or trespass.

Wireless Communication Equipment - any device or other apparatus, fixed at a location, for transmission and reception of telecommunication that performs the function of antennas, together with any supporting structures, equipment and facilities ancillary and/or accessory thereto, including, but not limited to panel antennas, whip antennas, free-standing monopoles (not lattice shaped towers except as allowed in sections 6.7.3.1(b), 6.7.3.1(c) and 6.7.3.3(h) below), dish and cone shaped antennas, satellite earth station antennas, personal wireless communication systems facilities, paging service facilities, cellular telephone service facilities, mobile radio service facilities and related equipment boxes serving personal wireless services exclusively.

It is recognized that technology is rapidly changing and the definitions herein are intended to encompass such wireless communication equipment as it evolves over time.

6.7.3 Use Regulations

6.7.3.1 Permitted As of Right

The following wireless communication equipment is allowed as-of-right, subject to the criteria of section 6.7.5 and the review process of section 6.7.6, if applicable:

(a) Equipment used solely for receiving or transmitting wireless communication customary for private residential use, even if such equipment is used in conjunction with non-residential structures, including but not limited to, a conventional television or radio antenna, fixed wireless personal communication system, direct broadcast satellite antenna one (1) meter or less in diameter, and multipoint distribution service antenna or home satellite dish of not more than two (2) meters in diameter or measured diagonally; provided that in the case of a home satellite dish that is free-standing, such satellite dish shall be installed in the rear yard only.

(b) Equipment owned and operated by an amateur radio operator licensed by the FCC, which device shall be installed at the minium height necessary for the functioning of amateur radio communication in accordance with the licensing requirements for that location. Such equipment, which may include a ground-mounted lattice style tower, shall be allowed in accordance with the setback requirements for primary structures in the district in which it is located. No commercial use of equipment or supporting structures which were installed for amateur radio operation is permitted.

(c) Towers used for the purposes set forth in M.G.L. Chapter 40A, Section 3.

(d) Antennas attached to an existing utility pole or utility structure, such as the support for an electrical transmission tower or electrical distribution pole, but no higher than ten (10) feet above the existing structure, provided that the total height from the ground to the top of the antenna does not exceed fifty-five (55) feet and provided that all control and operating equipment associated with the antenna shall be camouflaged or completely screened from view in some other manner. Antennas shall be placed on any structure so as to minimize the visual impacts off-site. This provision shall not apply within 150 feet of the right-of-way of any scenic roadway where such use shall not be permitted.

(e) Roof-mounted wireless communication equipment in the commercial, industrial, and institutional districts (a) which does not extend more than ten (10) feet above the height of an existing building, (b) which is set back from the edge of the roof the distance it is high, and (c) whose equipment will be housed within the existing building or on the rooftop in such a way as to be not visible from the street level or to be constructed in such a way and of such material as to appear as part of the existing structure.

(f) Facade-mounted equipment located in the commercial, industrial, and institutional districts (a) which does not extend above the face of any wall or exterior surface in the case of structures that do not have walls, (b) which is concealed within or behind existing architectural features or within material consistent with the design features and materials of the building, (c) which does not obscure any window or other architectural feature, and (d) which has been finished in a color and style to blend with the surface on which it is mounted.

(g) All interior-mounted wireless communications equipment is allowed in commercial, industrial and institutional districts. In residential districts interior-mounted wireless communication equipment shall be permitted in existing steeples, bell towers, cupolas, and spires of non-residential buildings or structures existing on January 1, 2000.

6.7.3.2 Prohibited

Lattice style towers, guyed towers, and facilities requiring three or more legs and/or guy wires for support shall not be allowed except as permitted under 6.7.3.1(b), 6.7.3.1(c), and 6.7.3.3(h). Lattice style towers, guyed towers, and facilities requiring three or more legs and/or guy wires existing or approved on the effective date of this bylaw may be used for wireless communications equipment, subject to section 6.7.3.3(f).

6.7.3.3 Special Permit

The Board of Appeals may issue a special permit under the provisions of section 7.5.2 and subject to the criteria of section 6.7.5 for:

(a) Antennas attached to an existing utility pole or utility structure not otherwise allowed in section 6.7.3.1(d) hereof.

(b) Roof-mounted wireless communication equipment in the commercial, industrial and institutional districts not otherwise allowed in section 6.7.3.1(e) hereof.

(c) Facade-mounted equipment located in the commercial, industrial and institutional districts not otherwise allowed in section 6.7.3.1(f) hereof.

(d) Any interior-mounted wireless communication equipment in non-residential buildings or structures not otherwise allowed in section 6.7.3.1(g) hereof.

(e) Satellite earth station antennas not otherwise allowed as-of-right.

(f) Modification or addition of wireless communication equipment on or to existing free-standing monopoles or towers, except those monopoles and towers constructed for the purposes allowed in section 6.7.3.1 above.

(g) Any equipment ancillary to antennas otherwise allowed under sections 6.7.3.1 or 6.7.3.3 hereof, which cannot be located in the rear yard and/or does not meet the setback requirements for the district in which it is located. An applicant may apply for a special permit allowing an alternate location by showing that such equipment (i) is required for successful transmission or reception or is otherwise required by the FCC, (ii) cannot due to its size or other health or safety reasons be located within the building, and (iii) cannot be located in the rear yard and/or within applicable setbacks for one or more of the following reasons: the size

of the equipment; the size of the rear, front and/or side yards; the location within the rear yard or applicable setbacks would result in the removal of required parking; and the aesthetic purposes of the bylaw would be better served by such alternate location.

(h) Free-standing monopoles and free-standing lattice towers located in the Wireless Communications Facilities Tower Overlay District which meet the criteria outlined in section 3.7.3.2(b).

6.7.4 Submittal Requirements

Ten copies of the following information must be submitted for an application to be considered complete:

(a) Name, address and telephone number of applicant and any co-applicants as well as any agents for the applicant or co-applicant with original signatures.

(b) A locus plan at a scale of 1" = 200' which shall show all property lines, the exact location of the proposed structure(s), street landscape features, dwellings and other structures within one-hundred (100) feet of the property line.

(c) Equipment brochures for the proposed wireless communication facility such as manufacturer's specifications or trade journal reprints shall be provided for the antennas, mounts, equipment shelters, cables as well as cable runs, and security barrier, if any.

(d) Materials of the proposed wireless communication facility specified by generic type and specific treatment (e.g., anodized aluminum, stained wood, painted fiberglass, etc.). These shall be provided for antennas, mounts, equipment shelters, cables as well as cable runs, and security barrier, if any.

(e) Colors of the proposed personal wireless facility showing actual color proposed on a color board. Colors shall be provided for the antennas, mounts, equipment shelters, cables, as well as cable runs, and security barrier, if any.

(f) Dimensions of the proposed wireless service facility specified for all three directions: height, width and breadth. These shall be provided for the antennas, mounts, equipment shelters and security barrier, if any.

(g) Appearance shown by at least two photographic superimpositions of the wireless communication facility with its antennas and/or panels presented to scale. For satellite dishes or antennas, a color photographic imposition illustrating the dish or antenna at the proposed location is required. A color photographic imposition shall also be prepared illustrating a view of the tower, dish or antenna from the nearest street or streets.

(h) The following information must be prepared and signed by a registered professional engineer:

(i) a description of the facility and the technical, economic and other reasons for the proposed location, height and design.

(ii) confirmation that the facility complies with all applicable Federal and State standards.

(iii) a description of the capacity of the facility including the number and type of panels, antennas and/or transmitter receivers that it can accommodate and the basis for these calculations.

(iv) if applicable, a written statement that the proposed facility complies with, or is exempt from applicable regulations administered by the Federal Aviation Administration (FAA), Federal Communications Commission (FCC), Massachusetts Aeronautics Commission and the Massachusetts Department of Public Health.

(v) a schedule for periodic (at least annually) maintenance.

(i) In the case of a special permit application, an application for Site Plan Review as outlined in section 7.4.4.

6.7.5 Decision Criteria

All wireless communication equipment, except that described in section 6.7.3.1(a) must satisfy the following criteria:

(a) Wireless communication equipment shall be installed, erected, maintained and used in compliance with all applicable federal and state laws and regulations, including, but not limited to, radio frequency emissions regulations issued pursuant to the Telecommunications Act of 1996 including all successors to such laws and regulations. An applicant seeking to construct or install wireless communication equipment shall submit a report from a qualified engineer or other appropriate professional certifying that the proposed equipment meets the requirements of these regulations. This report shall be submitted prior to any site plan approval or special permit application or at the time of a building permit application if there is no review.

(b) Wireless communication equipment must at all times be maintained in good and safe condition and comply with all applicable FCC standards and shall be removed within 90 days of the date when all use of such equipment ceases. This provision shall apply to all wireless communication equipment and structures in support of that equipment, including such equipment and structures existing on the effective date of this section. Continued compliance with these conditions shall be maintained by the operator of the equipment and the owner of the structure. Failure to comply with these conditions shall constitute a zoning violation.

(c) All wireless communication equipment shall be sited, screened, and/or painted or otherwise colored or finished to blend in with the building or structure on which it is mounted or in a manner which aesthetically minimizes the visibility of the devices in the surrounding landscape or on the building or structure to which they are attached. In certain circumstances, additional architectural features or changes to the facade may be necessary to maintain the balance and integrity of the design of the building or structure with building-mounted wireless communication equipment.

(d) Wireless communication facilities shall be designed and installed at the minimum height necessary for the proper functioning of the telecommunications services to be provided at that location.

(e) There shall be no advertising or signs on or in the vicinity of the wireless communication facility, except for no trespassing signs and a required sign, not exceeding four square feet, which shall display a phone number where a person responsible for maintenance can be reached on a twenty-four hour basis, or other signs as may be required by law.

(f) Any fencing used to control access to wireless communication equipment shall be compatible with the visual character of the structures in the surrounding neighborhood, to the extent possible.

(g) Equipment boxes for building-mounted wireless communication equipment must be either interior to the building on which it is located, camouflaged, and/or screened from view from the public way to the maximum extent practical.

(h) All network connections from the communications site shall be via underground land lines except as allowed by special permit.

(i) All free-standing wireless communication equipment must meet any setback requirements of the district in which it is located and, to the greatest extent possible, shall be screened from the public way by fencing and/or landscaping. Such equipment shall be located in the rear yard of the lot on which it is located.

(j) No part of any building-mounted wireless communication equipment shall be located over a public way.

(k) The construction of wireless communication equipment shall avoid major topographic changes and shall minimize the removal of trees and soil in order for any topographic changes to be in keeping with the appearance of neighboring properties.

(l) Wireless communication facilities shall not be located in wetland.

(m) No hazardous waste shall be discharged on the site of any wireless communication facility. If any hazardous materials are to be use on site, there shall be provisions for full containment of such materials.

(n) The installation of wireless communication equipment shall avoid the removal or disruption of historic resources on and off-site. Historic resources shall include designated historic structures or sites, historical architectural elements or archaeological sites.

(o) There shall be no illumination of the wireless communication equipment except as required by state and federal law. Lighting of equipment structures and any other facilities on site shall be shielded from abutting properties. There shall be total cutoff of all light at the property lines of the parcel to be developed, and footcandle measurements at the property line shall be 0.0 initial foot candles when measured at grade.

(p) An applicant seeking to construct or install any external noise producing equipment ancillary to antennas shall use best efforts to minimize noise emanating from such equipment by the use of air-tight seals and noise absorbing materials on the walls and ducts of such equipment. The use of batteries as the back up power source is preferred over generators.

6.7.6 Design Review for Wireless Communication Equipment

Except for wireless communication equipment described in section 6.7.3.1(a) hereof, no wireless communication equipment shall be constructed or installed pursuant to section 6.7.3.1 until an application has been submitted to the Building Inspector as described in section 6.7.4. The applicant shall simultaneously file a copy of said application with the Design Review Board. The Design Review Board shall submit an advisory report to the Building Inspector within three weeks of the application filling date. In making their report, the Design Review Board shall evaluate the application based on the requirements of section 6.7.5 and may seek input from relevant Town departments. The Building Inspector shall not approve wireless communication equipment until the advisory report of the Design Review Board has been received or three weeks have elapsed without receipt of such report, and until all required departmental approvals have been issued. The Building Inspector has the authority to deny any building permit application which the Inspector determines does not comply with the requirements of section 6.7.5.

6.7.7 Modifications

A modification to a wireless communication facility shall be considered equivalent to an application for a new wireless communication facility and will require a special permit when the following events apply:

(a) The applicant and/or co-applicant wants to alter the terms of the special permit by changing the wireless communication facility in one or more of the following ways:

(i) Change in the number of facilities permitted on the site;

(ii) Change in the technology used for the wireless communication facility.

(iii) Change in the original permitted use of wireless communication.

(b) The applicant wants to add any equipment or additional height not specified in the original design filing.

6.7.8 Monitoring and Maintenance

Once a year if requested by the Building Inspector, the owner and/or operator of a wireless communication facility shall file with the Building Inspector an updated maintenance schedule as well as evidence that the wireless communication facility complies with the applicable standards of the Federal Communications Commission, the Federal Aviation Administration and the American National Standards Institute, and that the wireless communication facility remains in use.

The applicant and co-applicant shall maintain the wireless communication facility in good condition. Such maintenance shall include, but shall not be limited to, painting, structural integrity of the mount and security barrier, and maintenance of the buffer areas and landscaping.

6.7.9 Abandonment or Discontinuation of Use

At such time that a carrier plans to abandon or discontinue operation of a wireless communication facility, such carrier shall notify the Town by certified mail of the proposed date of abandonment or discontinuation of operations. Such notice shall be given no less than 30 days prior to abandonment or discontinuation of operations. In the event that a carrier fails to give such notice, the wireless communication facility shall be considered abandoned upon such discontinuation of operations.

Upon abandonment or discontinuation of use, the carrier shall physically remove the wireless communication equipment within 90 days from the date of abandonment or discontinuation of use. "Physically remove" shall include, but not be limited to:

(a) Removal of antennas, equipment shelters and security barriers from the subject property.

(b) Proper disposal of the waste materials from the site in accordance with local and state solid waste disposal regulations.

(c) Restoring the location of the wireless communication facility to its natural condition, except that any landscaping and grading shall remain in the after condition.

6.7.10 Reconstruction or Replacement of Existing Towers and Monopoles

Guyed towers, lattice towers and monopoles in existence at the time of the adoption of this By-Law may be reconstructed, altered, extended or replaced on the same site by special permit, provided that the Board of Appeals finds that such reconstruction, alteration, extension or replacement will not be substantially more detrimental to the neighborhood and/or the Town than the existing structure. In making such a determination, the Board of Appeals shall consider whether the proposed reconstruction, alteration, extension or replacement will create public benefits such as opportunities for co-location, improvements in public safety, and/or reduction in visual and environmental impacts. No reconstruction, alteration, extension or replacement shall exceed the height of the existing facility by more than twenty (20) feet.

6.7.11 Severability

A determination that any section or portion of this By-Law is invalid shall not invalidate any other portion or provision thereof, nor shall it invalidate any special permit previously issued thereunder."

or take any other action relative thereto.

INSERTED BY: Planning Board
FINANCE COMMITTEE RECOMMENDS THAT: No Position Taken.

Article 5 Explanation: The spiraling demand for state-of-the-art wireless communication services and the requirement that licensed carriers provide "reliable service coverage" are fueling vigorous development of the wireless communication infrastructure. The industry is striving to close coverage gaps and increase significant capacity in order to provide quality service for years to come. Municipal leaders, meanwhile, are committed to preserving local aesthetic qualities within the limits on land-use regulation established by federal law regarding wireless communications. Since federal law does not allow local governments to ban the siting of these facilities, the challenge is to establish a framework that protects the interests and rights of both the Town and the industry.

With these sometimes competing interests in mind a Wireless Communication Study Committee was appointed a year ago to work with the Planning Board to develop a bylaw to address wireless communication facilities. The goal of that planning effort was to find a solution that would enable Needham to address concerns regarding the visual and aesthetic impact on neighborhoods of such facilities, while making it possible for the wireless industry to build out its infrastructure to meet the growing needs of its customers. The results of that planning effort are contained in Articles five and six before you. The Articles were contributed to by many sources, including one public hearing and the detailed review of the Wireless Communication Study Committee.

There are many issues surrounding the installation of wireless communication facilities including questions regarding the health effect of the antennas – does the radiation pose health risks?; the safety of the installations – can a pole fall?; what is the visual impact and does this impact outweigh the public benefits of an installation? The federal government has taken the issue of health impacts as its own and removed it from local consideration. As long as the installation meets federal standards a town cannot require a higher standard, nor can it address health concerns. The safe installation of equipment is regulated by the state building code and is not a subject of this bylaw.

The purpose of this bylaw is to promote the health, safety and general welfare of the community while accommodating the communications needs of the general public. These purposes are to be achieved by minimizing the adverse visual effect of wireless communication equipment towers, facilities and devices, by providing safeguards for the general public, by avoiding potential damage to adjacent properties, by maximizing the use of existing towers and buildings, by concealing new equipment within or on existing towers or buildings, and by encouraging co-location of equipment to accommodate the needs of wireless communication in order to reduce the number of towers needed to service the community.

The bylaw allows wireless communications facilities to be installed as-of-right in the following situations subject to the review of the Design Review Board:

- *Equipment used solely for receiving or transmitting wireless communication customary for private residential use.*
- *Equipment owned and operated by an amateur radio operator licensed by the FCC.*
- *Towers used by public service corporations, which are exempt from zoning regulations by the State enabling legislation.*
- *Antennas attached to an existing utility structure which are no higher than ten (10) feet above the existing structure, provided that the total height from the ground to the top of the antenna does not exceed fifty-five (55) feet and provided that all control and operating equipment associated with the antenna is camouflaged.*
- *Roof-mounted wireless communication equipment in the commercial, industrial and institutional districts (a) which does not extend more than ten (10) feet above the height of an existing building, (b) which is set back from the edge of the roof the distance it is high, and (c) whose equipment is housed within the existing building or on the rooftop in such a way as to be not visible from the street level or to be constructed in such a way and of such material as to appear as part of the existing structure.*
- *Facade-mounted equipment located in the commercial, industrial and institutional districts (a) which does not extend above the face of any wall or exterior surface, (b) which is concealed within or behind existing architectural features or within material consistent with the design features and materials of the building, (c)*

which does not obscure any window or other architectural feature, and (d) which is finished in a color and style to blend with the surface on which it is mounted.

All interior-mounted wireless communications equipment in commercial, industrial and institutional districts. In residential districts, interior-mounted wireless communication equipment is permitted in existing steeples, bell towers, cupolas, and spires of non-residential buildings or structures existing on January 1, 2000.

The bylaw also allows the Board of Appeals to issue a special permit for the following facilities that cannot meet the requirements which would allow their installation as-of-right: antennas attached to an existing utility structure, roof or facade-mounted wireless communication in the commercial, industrial and institutional districts, interior-mounted wireless communication equipment in non-residential buildings or structures, and satellite earth station antennas. Special permits can also be granted for any equipment ancillary to antennas otherwise allowed, which cannot be located in the rear yard and/or does not meet the setback requirements for the district in which it is located.

Lastly, the bylaw allows the Board of Appeals to issue a special permit for free-standing monopoles and free-standing lattice towers in the Wireless Communications Facilities Overlay District. In the world of wireless communications there are tradeoffs between number of towers and height of towers. This bylaw is designed to reduce the number of towers within the town by encouraging co-location, that is multiple carriers using the same structure to support their antennas. The towers are limited in height to 199 feet, the maximum height allowed by the FAA without requiring lighting. The lowest height most antennas are placed on towers is about 80 feet, to clear treetops, and different carriers need approximately a 10-foot vertical separation. Siting and design standards are included in the bylaw to limit negative visual impacts through effective site planning and design.

ARTICLE 6: AMEND ZONING BY-LAW - WIRELESS COMMUNICATIONS FACILITIES TOWERS OVERLAY DISTRICT

To see if the Town will vote to amend the Needham Zoning By-Law by amending the Zoning Map as follows:

(a) Place in the Wireless Communications Facilities Towers Overlay District all that land now zoned Industrial Park and lying in the area bounded on the west by the Circumferential State Highway, Route 128, on the south by Cutler Reservation, on the east by Fourth Avenue, the line of the MDC Charles River Reservation, by several courses abutting residential districts of Riverside Street, Highview Street and Highland Terrace and on the north by a line parallel to Highland Avenue.

(b) Place in the Wireless Communications Facilities Towers Overlay District all that land now zoned Industrial and lying in the area bounded on the west by the Circumferential State Highway, Route 128, on the south by lines parallel to Highland Avenue, on the east by the Charles River and on the north by land of the MBTA.

(c) Place in the Wireless Communications Facilities Towers Overlay District all that land now zoned Industrial and lying in the area bounded on the west by the Circumferential State Highway, Route 128, on the south by land of the MBTA, on the east by the Charles River, and on the north by land of the Town of Needham.

(d) Place in the Wireless Communications Facilities Towers Overlay District all that land now zoned Industrial and lying in the area bounded on the west by Reservoir Street, on the south by land of the Town of Needham, on the east by the Charles River and on the north by a line parallel to Central Avenue.

(e) Place in the Wireless Communications Facilities Towers Overlay District all that land now zoned Single Residence A and lying in the area northerly of the Needham Pool and Racquet Club and westerly of the Town of Needham landfill being bounded and described as follows: Beginning at a point on the westerly sideline of Central Avenue, thence by said sideline by a curve to the left, with a radius of 680.00 feet, a length of 321.10 feet to a point, thence by a curve to the right, with a radius of 20.00 feet, a length of 39.03 feet to a point, thence N43°-10'-43"W a distance of 853.07 feet to a point, thence S46°-49'-17"W a distance of 60.00 feet to a point, thence N44°-30'-34"W a distance of 484.73 feet to a point, thence N43°-11'-10"W a distance of 435.48 feet to a point, thence N51°-43'-50"W a distance of 256.94 feet to a point, thence N25°-09'-50"E a distance of 1190.92 feet to a point, thence N25°-55'-00"E a distance of 284.32 feet to a point, thence N25°-37'-00E a distance of 196.62 feet to a point, thence N10°-49'-00"E a distance of 18.70 feet to a point, thence N10°-44'-00"E a distance of 22± feet to Fuller Brook, thence turning and running by said Fuller Brook a distance of 1335 ± feet to a point, thence turning and running S14°-57'-34"E a distance of 1216 ± feet to a point, thence S29°-31'-10"W a distance

of 767.18 feet to a point, thence N89°-37'-20"W a distance of 495.98 feet to a point, thence S00°-22'-40"W a distance of 407.30 feet to a point, thence S11°-11'-07"E a distance of 182.74 feet to a point, thence S06°-11'-30"E a distance of 114.08 feet to a point, thence by a curve to the left with a radius of 240.00 feet, a length of 217.57 feet to a point, thence S58°-07'-56"E a distance of 220.16 feet to the point of beginning.

(f) Place in the Wireless Communications Facilities Towers Overlay District all that land now zoned Single Residence A and commonly known as the Town of Needham landfill and lying in the area bounded and described as follows: Beginning at a point on the northerly sideline of Central Avenue, thence running N55°-25'-16"W a distance of 59.67 feet to a point, thence running N55°-42'-46"W a distance of 71.12 feet to a point, thence N58°-27'-06"W a distance of 112.06 feet to a point, thence N56°-16'-06"W a distance of 296.96 feet to a point, thence S00°-21'-59"W a distance of 42.02 feet to a point, thence S49°-16'-14"W a distance of 279.44 feet to a point, thence S75°-42'-34"W a distance of 187.24 feet to a point, thence S56°-16'-24"W a distance of 46.41 feet to a point, thence S41°-45'-34"W a distance of 50.01 feet to a point, thence S46°-22'-54"W a distance of 131.13 feet to a point, thence N82°-50'-34"W a distance of 228.42 feet to a point, thence N29°-35'-24"E a distance of 866.65 feet to a point, thence N14°-53'-20"W a distance of 1216 ± feet to a point in the centerline of Fuller Brook, thence by the said centerline of Fuller Brook northeasterly to a point (a tie of N62°-30'-33"E a distance of 1009.94 feet), thence S37°-39'-21"E a distance of 719.43 feet to a point, thence S36°-38'-47"E a distance of 88.71 feet to a point, thence S38°-48'-02"E a distance of 115.27 feet to a point, thence S38°-59'-47"E a distance of 152.44 feet to a point, thence S30°-32'-19"E a distance of 290.44 feet to a point, thence S24°-48'-14"E a distance of 24.80 feet to a point, thence S09°-13'-39"E a distance of 34.19 feet to a point, thence S63°-32'-06"E a distance of 97.36 feet to a point, thence S36°-34'-38"E a distance of 234.40 feet to a point, thence S50°-42'-20"E a distance of 77.07 feet to a point, thence N54°20'-46"E a distance of 19.05 feet to a point, thence N82°-49'-47"E a distance of 11.46 feet to a point, thence S76°-10'-08"E a distance of 31.72 feet to a point, thence S57°-15'-20"E a distance of 35.66 feet to a point, thence S53°-33'-52"E a distance of 15.31 feet to a point, thence S57°-38'-03"E a distance of 36.67 feet to a point, thence S58°-29'-44"E a distance of 181.83 feet to a point, thence S28°-44'-00"W a distance of 310.59 feet to a point, thence S59°-05'-55"E a distance of 275.42 feet to a point on the northerly sideline of Central Avenue, thence by said sideline and a curve to the right, with a radius of 500.00 feet, a length of 419.84 feet to a point, thence N88°-49'-18"W a distance of 233.98 feet to a point, thence by a curve to the left, with a radius of 804.73 feet, a length of 238.48 feet to a point, thence S74°-11'-57"W a distance of 348.85 feet to a point, thence by a curve with a radius of 894.54 feet, a length of 84.00 feet to the point of beginning.

or take any other action relative thereto.

INSERTED BY: Planning Board
FINANCE COMMITTEE RECOMMENDS: No Position Taken.

Article 6 Explanation: This article describes the geographical boundaries of the new Wireless Communications Facilities Towers Overlay District which would include: (a) all land now zoned Industrial Park and lying in the area bounded on the west by the Circumferential State Highway, Route 128, on the south by Cutler Reservation, on the east by Fourth Avenue, the line of the MDC Charles River Reservation, by abutting residential districts of Riverside Street, Highview Street and Highland Terrace and on the north by a line parallel to Highland Avenue; (b) all land now zoned Industrial and lying in the area bounded on the west by the Circumferential State Highway, Route 128, on the south by lines parallel to Highland Avenue, on the east by the Charles River and on the north by land of the MBTA; (c) all land now zoned Industrial and lying in the area bounded on the west by the Circumferential State Highway, Route 128, on the south by land of the MBTA, on the east by the Charles River, and on the north by land of the Town of Needham; (d) all land now zoned Industrial and lying in the area bounded on the west by Reservoir Street, on the south by land of the Town of Needham, on the east by the Charles River and on the north by a line parallel to Central Avenue;(e) all land now zoned Single Residence A and lying in the area northerly of the Needham Pool and Racquet Club and westerly of the Town of Needham landfill which is commonly known as the locale of the WHDH radio towers; and (f) all land now zoned Single Residence A and lying in the area northerly of Central Avenue which is commonly known as the Town of Needham landfill.

PERSONNEL RELATED ARTICLES

ARTICLE 7: AMEND CONSOLIDATED PERSONNEL BY-LAW

To see if the Town will vote to amend the Consolidated Personnel By-Law, Article 8 of the General By-law of the Town of Needham, by replacing the current Consolidated Personnel By-law in its entirety and by substituting therefor a revised Consolidated Personnel By-Law; or take any other action relative thereto.

INSERTED BY: Personnel Board
FINANCE COMMITTEE RECOMMENDS THAT: Recommendation to be made at Town Meeting
PERSONNEL BOARD RECOMMENDS THAT: Article be adopted

Article 7 Explanation: The Personnel Board is proposing major revision to the Consolidated Personnel By-law, which will be distributed to Town Meeting Members prior to May 1, 2000. Over the past year, the Board has been working to create a By-law which will allow Town boards, committees, appointing authorities, and department managers to manage the human resources of covered employees in the most efficient and effective manner possible. Most of the revision work has been to transition the By-law into the current context of modern human resources practices. Because HR is a constantly evolving field, the Board worked to make the By-law the enabling document that would sustain incremental changes and shifts in HR practices and trends, while preserving the integrity of the Town's structural constructs. The revision is intended to (1) set forth the purpose of the By-law; (2) define the roles and responsibilities of the parties responsible for the Town's HR system; and (3) provide more specific details in the three principal areas of personnel responsibilities -- Staffing Controls, Classification, and Compensation. The Board has moved policies and procedures out of the By-law, primarily because these should be updated from time to time, and it would not be practical to revise the By-law in order to do so.

ARTICLE 8: AMEND CLASSIFICATION AND STANDARD RATES OF COMPENSATION

To see if the Town will vote to amend the Classification and Standard Rates of Compensation Schedule in its entirety by substituting therefor a new Classification and Standard Rates of Compensation Schedule; or take any other action relative thereto.

INSERTED BY: Personnel Board
FINANCE COMMITTEE RECOMMENDS THAT: Recommendation to be made at Town Meeting
PERSONNEL BOARD RECOMMENDS THAT: Article be adopted

Article 8 Explanation: In accordance with M.G.L. c. 41 Section 108A, the Town annually adopts a classification and compensation schedule for General Government employees, other than employees covered by labor contracts. The Personnel Board recommends classification and compensation levels for non-represented employees, as well as classification levels for employees whose titles are contained in a bargaining unit. The rates of pay for the latter are set during the collective bargaining process and are incorporated into the classification and compensation schedule. All proposed revisions to the Classification and Standard Rates of Compensation Schedule will be provided to Town Meeting Members before May 1, 2000.

ARTICLE 9: ESTABLISH ELECTED OFFICIALS' SALARIES

To see if the Town will vote to fix the compensation of the following elected officers of the Town as of July 1, 2000, as required by the Massachusetts General Laws, Chapter 41, Section 108:

Town Clerk	$51,388
Town Clerk with Six or more Years of Service in that Position	$61,356 (1)
Selectmen, Chairman	$1,800
Selectmen, Others	$1,500
Assessor, in Office as of 1/17/96	$10

Assessor, elected after 1/17/96 $0;

(1) In addition, such compensation shall also include payment of longevity in the amount of $2,454; the accumulation of 15 days of non-occupational sick leave per fiscal year; payment for 25% of unused sick leave at the time of retirement from Town Service in accordance with M.G.L. c. 32, in an amount not to exceed $19,000; and a one-time payment in lieu of vacation leave in the amount of $8,259.

or take any other action relative thereto.

INSERTED BY: Personnel Board
FINANCE COMMITTEE RECOMMENDS THAT: Recommendation to be made at Town Meeting
PERSONNEL BOARD RECOMMENDS THAT: Article be Adopted

Article 9 Explanation: In accordance with M.G.L. c. 41 Section 108, the Town must annually vote to set the salary and compensation for any Elected Town officials who receive compensation. The Town Clerk salary has been separated into two categories, newly elected Town Clerk, and Town Clerk with at least six years of service. This is done because Town elections are held in April and Town Meeting would not have a chance to vote on the salary of a newly elected Clerk until after the incumbent had been receiving a higher rate of pay for several months. It has been the practice of the Personnel Board to provide the Town Clerk, the only full-time elected official, with benefits as close to that of other full-time employees as possible. Payment for longevity, as well as buy-back of sick leave at the time of separation from Town service, is now included in the recommended salary and compensation article. As of July 1, 2000 the Town Clerk will no longer accrue and charge vacation leave. Therefore, the Personnel Board recommends a one time distribution of accumulated and unused vacation leave as of June 30, 2000.

The annual stipends for the members of the Board of Selectmen have remained unchanged since 1977; the stipends for the members of the Board of Assessors were eliminated at the 1996 Annual Town Meeting. Members of the Board of Assessors in office at that time were grandfathered at a $10 annual rate so that current members could retain their health insurance benefits.

ARTICLE 10: FUND COLLECTIVE BARGAINING AGREEMENT - POLICE: UNITS A AND B

To see if the Town will vote to approve the funding of a collective bargaining agreement between the Town and the Needham Police Units A and B, and to recommend amending the necessary line items in the Fiscal Year 2001 Operating Budget under Article 24 to fund same; or take any other action relative thereto.

INSERTED BY: Board of Selectmen
FINANCE COMMITTEE RECOMMENDS THAT: Recommendation to be made at Town Meeting
PERSONNEL BOARD RECOMMENDS THAT: Recommendation to be made at Town Meeting

Article 10 Explanation: At the time of the printing of this Warrant, the collective bargaining agreement has not been reached with this Union.

ARTICLE 11: FUND COLLECTIVE BARGAINING AGREEMENT - POLICE SUPERIOR OFFICERS

To see if the Town will vote to approve the funding of a collective bargaining agreement between the Town and the Needham Police Superior Officers Association, and to recommend amending the necessary line items in the Fiscal Year 2001 Operating Budget under Article 24 to fund same; or take any other action relative thereto.

INSERTED BY: Board of Selectmen
FINANCE COMMITTEE RECOMMENDS THAT: Recommendation to be made at Town Meeting
PERSONNEL BOARD RECOMMENDS THAT: Recommendation to be made at Town Meeting

Article 11 Explanation: At the time of the printing of this Warrant, the collective bargaining agreement has not been reached with this Union.

ARTICLE 12: FUND COLLECTIVE BARGAINING AGREEMENT - FIRE: UNITS A, B, AND C

To see if the Town will vote to approve the funding of a collective bargaining agreement between the Town and the Needham Fire Union: Units A, B, and C, and to recommend amending the necessary line items in the Fiscal Year 2001 Operating Budget under Article 24 to fund same; or take any other action relative thereto.

INSERTED BY: Board of Selectmen
FINANCE COMMITTEE RECOMMENDS THAT: Recommendation to be made at Town Meeting
PERSONNEL BOARD RECOMMENDS THAT: Recommendation to be made at Town Meeting

Article 12 Explanation: At the time of the printing of this Warrant, the collective bargaining agreement has not been reached with this Union.

ARTICLE 13: FUND COLLECTIVE BARGAINING AGREEMENT - AFSCME, COUNCIL 93, LOCAL 335 (CUSTODIANS AND MAINTENANCE WORKERS)

To see if the Town will vote to approve the funding of a collective bargaining agreement between the Town and AFSCME, Council 93, Local 335 and to recommend amending the necessary line items in the Fiscal Year 2001 Operating Budget under Article 24 to fund same; or take any other action relative thereto.

INSERTED BY: Board of Selectmen
FINANCE COMMITTEE RECOMMENDS THAT: Recommendation to be made at Town Meeting
PERSONNEL BOARD RECOMMENDS THAT: Recommendation to be made at Town Meeting

Article 13 Explanation: At the time of the printing of this Warrant, the collective bargaining agreement has not been reached with this Union.

ARTICLE 14: FUND COLLECTIVE BARGAINING AGREEMENT - DPW NAGE

To see if the Town will vote to approve the funding of a collective bargaining agreement between the Town and the Needham DPW / NAGE, and to recommend amending the necessary line items in the Fiscal Year 2001 Operating Budget under Articles 24 - 27 to fund same; or take any other action relative thereto.

INSERTED BY: Board of Selectmen
FINANCE COMMITTEE RECOMMENDS THAT: Recommendation to be made at Town Meeting
PERSONNEL BOARD RECOMMENDS THAT: Recommendation to be made at Town Meeting

Article 14 Explanation: At the time of the printing of this Warrant, the collective bargaining agreement has not been reached with this Union.

ARTICLE 15: FUND COLLECTIVE BARGAINING AGREEMENT - ITWA

To see if the Town will vote to approve the funding of a collective bargaining agreement between the Town and the Independent Town Workers Association, and to recommend amending the necessary line items in the Fiscal Year 2001 Operating Budget under Article 24 to fund same; or take any other action relative thereto.

INSERTED BY: Board of Selectmen
FINANCE COMMITTEE RECOMMENDS THAT: Recommendation to be made at Town Meeting
PERSONNEL BOARD RECOMMENDS THAT: Recommendation to be made at Town Meeting

Article 15 Explanation: At the time of the printing of this Warrant, the collective bargaining agreement has not been reached with this Union.

FINANCE / BUDGET ARTICLES

ARTICLE 16: ACCEPT CHAPTER 73, SECTION 4 OF THE ACTS OF 1986 (CONTINUATION OF INCREASE IN PROPERTY TAX EXEMPTION LIMITS)

To see if the Town will vote to accept, for Fiscal Year 2001, the provisions of Section 4 of Chapter 73 of the Acts of 1986, as amended by Chapter 126 of the Acts of 1988, which amends Chapter 59 of the General Laws relative to real estate property tax exemptions and approve an increase in the amount of 30% for each eligible exemption; or take any other action relative thereto.

INSERTED BY: Board of Selectmen
FINANCE COMMITTEE RECOMMENDS THAT: Article be Adopted

Article 16 Explanation and Summary of Chapter 73, Section 4 of the Acts of 1986 and Chapter 126 of the Acts of 1988: Town Meeting approval of the additional exemption, as well as application for the exemption by the taxpayer, must be made annually. Approval was first granted by the May 1993 Town Meeting. The Board of Selectmen has, each year, recommended that the exemption increase by the percentage increase in property taxes for the prior year. In fiscal year 2000 the exemption was 26%. Acceptance of Section 4 of Chapter 73 of the Acts of 1986, as amended by Chapter 126 of the Acts of 1988, permits the Town to grant an additional exemption to certain taxpayers who are surviving spouses, surviving minors of deceased parents, persons over the age of 70, certain veterans and disabled veterans and their surviving spouses, parents of veterans who died in wartime service and blind individuals, and who qualify for an exemption under any one of the following clauses of Section 5 of Chapter 59 of the General Laws:

Clauses 17, 17C, 17D, 22, 22A, 22B, 22C, 22D, 22E, 37, 37A, 41, 41B, 41C, 42, or 43.

The additional exemption shall be uniform for all exemptions but shall not exceed one hundred percent of a taxpayers original exemption. No taxpayer may pay less tax than paid on the preceding year, except through the application of General Laws, Chapter 58, Section 8A or Chapter 59, Section 5, clause 18. The taxable valuation of the taxpayer's property shall not be less than ten percent of its fair cash value.

ARTICLE 17: APPROPRIATE FOR TAX WORK-OFF PROGRAM

To see if the Town will vote to raise and appropriate $7,500 for the purpose of conducting a tax work-off program, said sum to be spent under the direction of the Board of Selectmen and raised from the tax levy; or take any other action relative thereto.

INSERTED BY: Board of Selectmen
FINANCE COMMITTEE RECOMMENDS THAT: Article be Adopted

Article 17 Explanation: In fiscal year 1996, the Town initiated a program whereby qualified elderly and disabled property owners could work up to 100 hours for the Town. In turn, the individual is paid approximately $600 which is applied to their property tax bill. The funding request is unchanged from the amount approved in FY2000.

ARTICLE 18: APPROPRIATE FOR KOREAN WAR MEMORIAL COMMITTEE

To see if the Town will raise and appropriate $1,000 for the Korean War Memorial Committee for the incidental expenses of the Committee, said sum to be spent under the direction of the Board of Selectmen and raised from the tax levy; or take any other action relative thereto.

INSERTED BY: Board of Selectmen
FINANCE COMMITTEE RECOMMENDS THAT: Recommendation to be made at Town Meeting

Article 18 Explanation: These funds are for the incidental expenses of this Committee. $500 was appropriated in FY2000.

ARTICLE 19: APPROPRIATE FOR MEMORIAL PARK GARDEN

To see if the Town will vote to raise and appropriate $1,000 for the purpose of maintaining the Memorial Park Garden, said sum to be spent under the direction of the Memorial Park Trustees and raised from the tax levy; or take any other action relative thereto.

INSERTED BY: Memorial Park Trustees
FINANCE COMMITTEE RECOMMENDS THAT: Recommendation to be made at Town Meeting

Article 19 Explanation: The Memorial Park Garden was originally developed with donations and volunteers. The Memorial Park Trustees are requesting $1,000 in order to fund a portion of the annual upkeep and maintenance of this garden.

ARTICLE 20: APPROPRIATE FOR COMPENSATED ABSENCE FUND

To see if the Town will vote to raise and appropriate $46,000 for the purpose of funding compensated absences provided by Personal By-law, Personnel Policies or collective bargaining agreement, said sum to be spent under the direction of the Town Administrator and raised from the tax levy; or take any other action relative thereto.

INSERTED BY: Board of Selectmen
FINANCE COMMITTEE RECOMMENDS THAT: Article be Adopted

Article 20 Explanation: The purpose of this Article is to begin to fund the Town's employee sick leave liability. Upon retirement, termination or death, certain employees are compensated for unused sick leave. This account, which would gradually be increased each year, would fund this liability.

ARTICLE 21: APPROPRIATE FOR STRATEGIC PLANNING PROCESS

To see if the Town will vote to raise and appropriate the sum of $25,000 for the purpose of conducting a Town strategic planning process, said sum to be spent under the direction of the Board of Selectmen and raised from the tax levy; or take any other action relative thereto.

INSERTED BY: Board of Selectmen
FINANCE COMMITTEE RECOMMENDS THAT: Recommendation to be made at Town Meeting

Article 21 Explanation: Strategic Planning is a structured method of planning which attempts to ensure that an organization understands its mission, is goal oriented, is ready for likely changes in its environment and has considered its options before choosing a path. Funding of this Article will permit the Selectmen to begin a townwide strategic planning process working with a wide variety of boards, committees, residents and representatives of community groups. The funds will be used for the Committee's expenses and for consultant services to assist the Committee.

ARTICLE 22: ACCEPT MGL CHAPTER 194 OF THE ACTS OF 1998 (RETIREMENT BENEFITS FOR CERTAIN RETIREES)

To see if the Town will vote to accept Chapter 194 of the Acts of 1998; or take any other action relative thereto.

INSERTED BY: Needham Retirement Board
FINANCE COMMITTEE RECOMMENDS THAT: Article be Adopted

Article 22 Explanation: The Town has already accepted legislation which provides this benefit to those who retired after January 12, 1988. This Article will provide equity to those who retired prior to that date. There are twenty individuals who retired prior to January 12, 1988 having elected Retirement Option C, which provides for a monthly benefit to be paid to the beneficiary (usually the spouse) upon the death of the retiree. Four retirees have lost their spouses and, therefore, their benefits will "Pop Up" to the Retirement Option A benefit if this legislation is accepted. This presents a one time cost to the Retirement System of $8,608. For the remaining sixteen retirees who may be affected, the estimated increase in benefits could be a maximum of $31,000 per year, which will occur only if the beneficiary dies prior to the retiree.

ARTICLE 23: ACCEPT MGL CHAPTER 127 SECTION 51 OF THE ACTS OF 1999 (3 PERCENT COLA ADJUSTMENT FOR RETIRES)

To see if the Town will vote to accept MGL Chapter 127, Section 51 of the Acts of 1999; or take any other action relative thereto.

INSERTED BY: Retirement Board
FINANCE COMMITTEE RECOMMENDS THAT: Article be Adopted

Article 23 Explanation: This will allow the Retirement Board to grant an annual Cost of Living Adjustment (COLA) to those qualified retirees of up to three percent (3%). The current legislation provides for a COLA to be paid which reflects the increase in the Consumer Price Index as determined by the Commissioner of Social Security. In FY1999, a 2.1 % COLA increase was provided. In FY2000, a 1.3% COLA increase was provided. According to the Retirement Board Actuary, because the Town has already assumed a COLA of three percent in its actuarial analysis, there is no additional impact on the Town's retirement liability.

ARTICLE 24: APPROPRIATE THE FY2001 OPERATING BUDGET

To see what sums of money the Town will vote to raise and appropriate for the necessary Town expenses and charges; or take any other action relative thereto.

INSERTED BY: Finance Committee
FINANCE COMMITTEE RECOMMENDS THAT: Article be adopted as shown on pages 9 - 14.

ARTICLE 25: APPROPRIATE THE FY2001 WATER ENTERPRISE FUND BUDGET

To see if the Town will vote to raise and appropriate the following sums of money to operate the Water Division of the DPW during fiscal year 2001; under the provision of G.L. Chapter 44, Section 53F ½:

		Expended FY 99	Appropriated FY 2000	*Recommended FY2001*
901	Salaries	*$556,841*	*914,219*	*698,247*
902	Purchase of service	*213,599*	*243,300*	*242,200*
903	Expenses	*193,176*	*269,527*	*266,627*
904	Capital outlay	*19,522*	*54,500*	*20,000*
905	MWRA assessment	*329,482*	*356,384*	*356,384*
906	Emergency repairs	*41,175*	*50,000*	*50,000*
907	Debt service	*614,966*	*925,000*	*1,045,000*

Total	*$1,968,761*	*2,812,930*	*2,678,458*

Or take any other action relative thereto.

INSERTED BY: Board of Selectmen/ Finance Committee
FINANCE COMMITTEE RECOMMENDS THAT: Budget to be Amended and Recommendation to be made at Town Meeting

Article 25 Explanation: The Water Enterprise Fund budget is a self-supporting account. That is, water user fees and charges cover the entire cost of operations. The decrease in the Salaries line-item reflects a return to normal staffing patterns following the start-up of the new Water Treatment Facility, which required 24 hour a day staffing for six months.

ARTICLE 26: APPROPRIATE THE FY2001 WASTEWATER ENTERPRISE FUND BUDGET

To see if the Town will vote to raise and appropriate the following sums of money to operate the Sewer Division of the DPW during fiscal year 2001; under the provisions of G.L. Chapter 44, Section 53F ½:

		Expended FY99	Appropriated FY2000	*Recommended FY2001*
908	Salaries	*$368,012*	*385,809*	*391,239*
909	Purchase of service	*100,086*	*105,900*	*101,400*
910	Expenses	*50,143*	*61,070*	*61,070*
911	Capital outlay	*30,640*	*65,600*	*7,500*
912	MWRA assessment	*4,088,380*	*4,519,711*	*4,519,711*
913	Emergency repairs	*27,420*	*20,000*	*20,000*
914	Debt service	*852,626*	*995,000*	*985,000*
	TOTAL	***$5,517,306***	***6,153,090***	***6,085,920***

Or take any other action relative thereto.

INSERTED BY: Board of Selectmen/Finance Committee
FINANCE COMMITTEE RECOMMENDS THAT: Budget to be Amended and Recommendation to be made at Town Meeting

Article 26 Explanation: The Wastewater Enterprise Fund budget (Sewer Division) is a self-supporting account. That is, sewer user fees and charges cover the entire cost of operations.

ARTICLE 27: APPROPRIATE THE FY2001 SOLID WASTE/RECYCLING ENTERPRISE FUND BUDGET

To see if the Town will vote to raise and appropriate the following sums of money to operate the Solid Waste and Recycling Division of the DPW during fiscal year 2001; under the provisions of G.L. Chapter 44, Section 53F ½:

		Expended FY99	Appropriated FY2000	*Recommended FY2001*
915	Salaries	*$362,647*	*$365,603*	*$387,924*
916	Purchase of service	*633,307*	*675,700*	*693,700*
917	Expenses	*80,314*	*97,600*	*103,600*
918	Capital outlay	*0*	*0*	*1,000*

919	Emergency repairs	*0*	*0*	*0*
920	Debt service	*222,815*	*232,408*	*240,000*
	TOTAL	***$1,299,083***	***$1,371,311***	***$1,426,224***

INSERTED BY: Board of Selectmen / Finance Committee
FINANCE COMMITTEE RECOMMENDS THAT: Budget to be Amended and Recommendation to be made at Town Meeting

Article 27 Explanation: This budget is funded through a combination of property tax revenues (approximately $829,000) and user fees (approximately $597,000). The increase in salaries is to restore one position that was eliminated in FY2000. This staff person will assist in the new DEP mandated inspection program, the recyclables processing program and the yard waste screening program. The increase in the purchase of service line item is for contractual increases in tipping and transportation costs. The Capital Outlay request is for a scale intercom system and a new heat pump for the transfer station office.

ARTICLE 28: CONTINUE DEPARTMENTAL REVOLVING FUNDS

To see if the town will vote to continue revolving funds for certain town departments pursuant to the provisions of G.L., Chapter 44, Section 53E ½ for the fiscal year beginning July 1, 2000:

Revolving Fund	Authority to Spend	Revenue Source	Use of Fund	FY2001 Budget
School Busing	School Committee	Fee Based Busing Program Receipts	Transportation of students to and from School	$200,000
Memorial Park	Memorial Park Trustees	Food Concessions	Improvements to Memorial Park	$4,100
Local Transportation	Council on Aging Director	MBTA, Grant Revenues, Town Appro.	Transportation program for COA	$40,000
Yard Waste Processing Program	Board of Selectmen /DPW Director	Appropriation from Town and Participating Communities	Multi-community yard waste processing program	$75,000
Home Composting Bin Account	Board of Selectmen / DPW Director	DEP Grant / Sales of Bins	Purchase of additional home composting bins	$2,000
Human Rights Committee Invest. Account	Board of Selectmen / Town Administrator	MCAD	Costs related to the Investigation of MCAD complaints	$2,000
Senior Center Activities	Council on Aging Director	Program Fees	Costs related to social programs for elderly	$1,000

or take any other action relative thereto.

INSERTED BY: Board of Selectmen
FINANCE COMMITTEE RECOMMENDS THAT: Article be Adopted

Article 28 Explanation and Summary of G.L. Chapter 44, Section 53E ½ : A revolving fund established under the provisions of G.L. Chapter 44, Section 53E ½ must be authorized annually by vote of the Town Meeting. The fund shall be credited with only the departmental receipts received in connection with the programs supported by such revolving fund and expenditures may be made from the revolving fund without further appropriation, subject to the provisions of Section 53E ½.

The Annual Town Meeting authorization for each revolving fund shall specify:

(1) the programs and purposes for which the revolving fund may be expended;
(2) the departmental receipts which shall be credited to the revolving fund;
(3) the board, department or officer authorized to expend from such fund; and
(4) a limit on the amount which may be expended from such fund in the ensuing year.

In any fiscal year the Board of Selectmen and the Finance Committee may approve an increase in the amount to be spent from the revolving fund, but in no event shall any agency, board, department or officer be authorized to expend in any one fiscal year more than one percent of the amount raised by the Town by taxation in the most recent fiscal year for which a tax rate has been certified pursuant to G.L. Chapter 59, section 23.

ARTICLE 29: AUTHORIZATION TO EXPEND STATE FUNDS FOR WAYS

To see if the Town will vote to authorize the Board of Selectmen to permanently construct, reconstruct, resurface, alter or make specific repairs upon all or portions of various Town Ways and authorize the expenditure of $700,000 provided or to be provided by the Commonwealth of Massachusetts through the Massachusetts Highway Department; or take any other action relative thereto.

INSERTED BY: Board of Selectmen
FINANCE COMMITTEE RECOMMENDS THAT: Article be Adopted

Article 29 Explanation: State law requires that Town Meeting approve the use of funds received from the State for road construction purposes including engineering or to address traffic improvements. In FY2000, the Town received approximately $467,000 from the State.

ARTICLE 30: TRANSFER OF UNDESIGNATED FUND BALANCE

To see if the Town will vote to transfer $2,565,745 from the Undesignated Fund Balance Account (Free Cash) to meet, in part, appropriations made at this Town Meeting, and to authorize the Board of Assessors to use such sum as available funds to meet appropriations in their computation of the tax rate for the fiscal year 2001; or take any other action relative thereto.

INSERTED BY: Finance Committee
FINANCE COMMITTEE RECOMMENDS THAT: Article be Adopted

Article 30 Explanation: Undesignated fund balance is the result of unexpended appropriations and revenue in excess of estimates from fiscal year 1999. It also includes the collection of previously delinquent taxes.

CAPITAL IMPROVEMENT BUDGET ARTICLES

Articles 31 - 68 are the Capital Improvement Budget Articles as recommended by the Board of Selectmen in the FY 2001-2005 Capital Improvement Plan (CIP). A summary of potential capital projects for FY2002 - 2005 can be found in the Supplemental Information section of the Warrant.

ARTICLE 31: APPROPRIATE FOR BROADMEADOW SCHOOL RENOVATIONS AND ADDITION

To see if the Town will vote to raise and appropriate the sum of $15,550,000 for the architectural design, engineering, additions, reconstruction and equipping of the Broadmeadow School, to be spent under the direction of the Permanent Public Building Committee, and to meet this appropriation the Treasurer, with the approval of the Board of Selectmen, is authorized to borrow up to $15,550,000 for a period of up to 20 years for the bonds under M.G. L. Chapter 44, Section 7; or Chapter 645 of the Acts of 1948 as amended; or take any other action relative thereto.

INSERTED BY: Board of Selectmen
FINANCE COMMITTEE RECOMMENDS THAT: Recommendation to be made at Town Meeting

Article 31 Explanation: This project is the design, renovation, addition and equipping of the Broadmeadow School. At the May 1999 Annual Town Meeting, $400,000 was approved for a portion of the design costs for this school.

ARTICLE 32: APPROPRIATE FOR NEW ELIOT SCHOOL

To see if the Town will vote to raise and appropriate the sum of $14,500,000 for the architectural design, engineering, construction and equipping of the new Eliot School, to be spent under the direction of the Permanent Public Building Committee, and to meet this appropriation the Treasurer, with the approval of the Board of Selectmen, is authorized to borrow up to $14,500,000 for a period of up to 20 years for the bonds under G. L. Chapter 44, Section 7 or Chapter 645 of the Acts of 1948 as amended; or take any other action relative thereto.

INSERTED BY: Board of Selectmen
FINANCE COMMITTEE RECOMMENDS THAT: Recommendation to be made at Town Meeting

Article 32 Explanation: This project is the design, building and equipping of a new Eliot School, to be built on the same site of the current school, which will be demolished. At the November 1999 Special Town Meeting, $400,000 was approved for a portion of the design costs for this school.

ARTICLE 33: APPROPRIATE FOR HIGH ROCK SCHOOL IMPROVEMENTS

To see if the Town will vote to raise and appropriate the sum of $207,000 for the architectural design, engineering, reconstruction and equipping of the High Rock School, to be spent under the direction of the Permanent Public Building Committee, and to meet this appropriation the Treasurer, with the approval of the Board of Selectmen, is authorized to borrow up to $207,000 for a period of up to 20 years for the bonds under G. L. Chapter 44, Section 7 or Chapter 645 of the Acts of 1948 as amended; or take any other action relative thereto.

INSERTED BY: Board of Selectmen
FINANCE COMMITTEE RECOMMENDS THAT: Recommendation to be made at Town Meeting

Article 33 Explanation: The need for this project is triggered by the proposed renovations of the Eliot and Broadmeadow elementary schools. During the renovation of these facilities, it is proposed that they be vacated and that the students temporarily be located at the High Rock School until construction is completed.

ARTICLE 34: APPROPRIATE FOR NEWMAN SCHOOL IMPROVEMENTS

To see if the Town will vote to raise and appropriate the sum of $400,000 for the architectural design, engineering, reconstruction and equipping of the Newman School, to be spent under the direction of the Permanent Public Building Committee, and to meet this appropriation the Treasurer, with the approval of the Board of Selectmen, is authorized to borrow up to $400,000 for a period of up to 20 years for the bonds under G. L. Chapter 44, Section 7or Chapter 645 of the Acts of 1948 as amended; or take any other action relative thereto.

INSERTED BY: Board of Selectmen
FINANCE COMMITTEE RECOMMENDS THAT: Recommendation to be made at Town Meeting

Article 34 Explanation: This Article will fund the relocation of the pre-school program which is currently housed in the High Rock School. It will be permanently relocated to the Newman School since the High Rock School will be used for Broadmeadow and Eliot School students during these construction projects.

ARTICLE 35: APPROPRIATE FOR HIGH SCHOOL REPAIRS

To see if the Town will vote to raise and appropriate the sum of $5,350,000 for extraordinary repairs at the High School, to be spent under the direction of the Permanent Public Building Committee or Municipal Building Maintenance Board, as provided by Town bylaw, and to meet this appropriation the Treasurer, with the approval of the Board of Selectmen, is authorized to borrow up to $5,350,000 for a period of up to 20 years for the bonds under G. L. Chapter 44, Section 7 or Chapter 645 of the Acts of 1948 as amended; or take any other action relative thereto.

INSERTED BY: Board of Selectmen
FINANCE COMMITTEE RECOMMENDS THAT: Recommendation to be made at Town Meeting

Article 35 Explanation: An emergency preamble will be requested for this Article to allow a contract to be signed and work to begin this summer. This project has five elements:

High School Parking Lot Rehabilitation ($635,500): *At the 1999 Annual Town Meeting, $40,000 was appropriated for the engineering design for the rehabilitation of parking lots at the High School. This request is for construction funds for resurfacing the High School north lot, reconstructing the High School south lot, and resurfacing or reconstructing walkways and curbing. An additional 70 spaces will be created as a result of the rehabilitation. Construction is proposed to occur during the summers of 2000 and 2001. This project will be under the direction MBMB.*

High School HVAC Improvements ($3,050,000): *The ventilation equipment currently serving the High School art classrooms, certain components of the science lab classrooms, and several administrative areas, is configured with no outside make-up air to ventilation units, and/or does not comply with current ASHRAE (American Society of Heating, Refrigeration and Air Conditioning Engineers) standards. This triggered the appropriation of $25,000 at the 1999 Annual Town Meeting for an HVAC System Assessment/Feasibility Study. This appropriation was followed by an additional appropriation of $225,000 at the November, 1999 Special Town Meeting for design and engineering of HVAC improvements. This request is for the estimated cost of these improvements. This project will be under the direction of the PPBC.*

High School Gym and Auditorium Renovation ($1,474,500): *At the 1999, Annual Town Meeting, $25,000 was appropriated for the Gym design work of this project under the jurisdiction of the Permanent Public Building Committee. Renovations will include replacement of the ceiling damaged during the severe storm of October, 1996, which caused the gym ceiling to collapse and warped the gym floor. While the floor was repaired, the ceiling has not been replaced. In addition, work will entail upgrading the1950's ventilation system and upgrading lighting that is barely acceptable for the interscholastic varsity sports program. At the 1999, Annual Town Meeting, $25,000 was appropriated for the Auditorium design work. The High School Auditorium was scheduled for renovation as part of the 1988 building renovation project at the High School. Due to unanticipated asbestos removal costs, the Auditorium work was dropped from the project. Many of the components of the auditorium have not been modified or upgraded since they were installed in 1930. This request is for funds for renovation to include: refinishing the stage; re-upholstering 586 seats; replacing the stage curtain, door hardware and carpeting; painting the walls and ceiling, updating sound and light systems; and rehabilitating the ventilation system and temperature controls. This project will be under the direction of the PPPC.*

High School Phones ($40,000): *Though the telephone system at the High School was upgraded two years ago, handsets were not installed in the classrooms at that time as has been done in the newly upgraded systems at the Eliot, Broadmeadow, Pollard and Hillside Schools. This request is prompted by a need to provide phone access to each classroom for educational and administrative efficiencies and to enhance school-wide safety. The costs are for cabling, phones and their installation. This project will be under the direction of the MBMB.*

High School Window Repairs ($150,000): *The window treatments in the Needham High School "C" wing date to 1953. The window treatments in the Needham High School "B", "D" and "E" wings date to 1967. In all cases, the existing window treatments are two-inch venetian blinds. The tapes that hold the blinds together and the pull ropes that operate the blinds are severely worn. Many blinds do not work at all or are missing, which affect classroom curriculum and comfort level. Old blinds will be systematically replaced with clutch driven roller shades at an estimated cost of $800 per classroom. This program will allow for all window treatments to be replaced. This item was a failing one in the recently completed 10 year High School accreditation.*

ARTICLE 36: APPROPRIATE FOR MITCHELL SCHOOL REPAIRS

To see if the Town will vote to raise and appropriate the sum of $75,000 for the cost of structural repairs at the Mitchell School, to be spent under the direction of the Municipal Building Maintenance Board and raised from the tax levy; or take any other action relative thereto.

INSERTED BY: Board of Selectmen
FINANCE COMMITTEE RECOMMENDS THAT: Article be Adopted

Article 36 Explanation: An emergency preamble will be requested for this Article to allow a contract to be signed and work to be completed this summer. In the Summer of 1999, large vertical and horizontal cracks were discovered in the wall separating two classrooms at the Mitchell School. An examination by a structural engineer identified the settling of the foundation under the wall as the source of the problem. While temporary repairs have been made to insure safety in the short term, the structural engineer has advised that a permanent repair must be made to ensure the long term stability of the wall. This will require removal of the existing wall, pouring of a new footing, and the reconstruction of a new wall. The $75,000 requested here is to cover construction costs.

ARTICLE 37: APPROPRIATE FOR POLICE AND FIRE STATION BUILDING REPAIRS- DESIGN

To see if the Town will vote to raise and appropriate the sum of $30,000 for the design specifications for renovations at the Police / Fire station, to be spent under the direction of the Municipal Building Maintenance Board; and to meet this appropriation the Treasurer, with the approval of the Board of Selectmen is authorized to borrow up to $30,000 for a period of up to five years, under G.L., Chapter 44, Section 7; or take any other action relative thereto.

INSERTED BY: Board of Selectmen
FINANCE COMMITTEE RECOMMENDS THAT: Recommendation to be made at Town Meeting

Article 37 Explanation: This request has been included in the Capital Plan since FY97 and is work that needs to be done to maintain the integrity of the Police/Fire Headquarters and Fire Station #2. It includes the following: abatement of lead paint and painting of exterior surfaces; replacement/repair and painting of exterior wood trim and exterior balusters; the replacement of exterior sealant and wall expansion joints; the installation of aluminum windowsill flashing to protect wood sills; miscellaneous repairs to roofing systems; repair of masonry walkways and ramps; the installation of exterior trench drains at Station #2 to alleviate water infiltration; and, the cleaning of bird debris and installation of a bird netting system to prevent the future accumulation of debris.

ARTICLE 38: APPROPRIATE FOR MEMORIAL PARK FIELD HOUSE ADA IMPROVEMENTS

To see if the Town will vote to raise and appropriate the sum of $90,000 for the modifications needed at Memorial Park for ADA compliance, to be spent under the direction of the Municipal Building Maintenance Board and raised from the tax levy; or take any other action relative thereto.

INSERTED BY: Board of Selectmen
FINANCE COMMITTEE RECOMMENDS THAT: Recommendation to be made at Town Meeting

Article 38 Explanation: This request will fund the modifications needed to bring the restrooms and snack bar concession area at Memorial Park into compliance with the requirements of the Americans for Disabilities Act (ADA). The development of design specifications was funded at the 1999 Annual Town Meeting.

ARTICLE 39: APPROPRIATE FOR SCHOOL FLOOR REPLACEMENT

To see if the Town will vote to raise and appropriate $75,000 to replace flooring in school buildings, to be spent under the direction of the direction of the Municipal Building Maintenance Board and raised from the tax levy; or take any other action relative thereto.

INSERTED BY: Board of Selectmen
FINANCE COMMITTEE RECOMMENDS THAT: Recommendation to be made at Town Meeting

Article 39 Explanation: This request is for the second year of a multi-year plan to systematically address the need to replace asbestos flooring in school buildings. In most cases, the worn flooring is comprised of asbestos, or carpeting glued directly to tiles that contain asbestos. In all cases, the asbestos floor tile is a minimum of 30 years old and would be due for replacement even if it did not contain asbestos. The cost of removing asbestos tile, or carpeting resting on asbestos tile, and replacing it with vinyl is estimated at $4,000 for the average sized classroom. At an annual appropriation of $60,000 it is estimated that it will take 20 years to remove and replace all asbestos flooring in Needham classrooms. This effort will be directed toward those schools not slated for renovation work in the near future, or for emergency repair areas.

ARTICLE 40: APPROPRIATE FOR INTERIOR PAINTING

To see if the Town will vote to raise and appropriate the sum of $75,000 for interior painting of town and school buildings, to be spent under the direction of the Municipal Building Maintenance Board and raised from the tax levy; or take any other action relative thereto.

INSERTED BY: Board of Selectmen
FINANCE COMMITTEE RECOMMENDS THAT: Recommendation to be made at Town Meeting

Article 40 Explanation: This request, which was deferred in the FY2000 Capital Plan, is for the first year of a multi-year plan to systematically address the need for the maintenance of interior spaces in town and school buildings. The amount appropriated in the annual operating budget of the Municipal Building Maintenance Department has been insufficient to address the total work needed. This has resulted in the deferral of many projects that merit attention. At present, all schools as well as the interior of the Police/Fire Station warrant attention.

ARTICLE 41: APPROPRIATE FOR SCHOOL CLOCK / BELL SYSTEM

To see if the Town will vote to raise and appropriate the sum of $50,000 to replace the clock and bell system at the Hillside School, to be spent under the direction of the Municipal Building Maintenance Board and raised from the tax levy; or take any other action relative thereto.

INSERTED BY: Board of Selectmen
FINANCE COMMITTEE RECOMMENDS THAT: Recommendation to be made at Town Meeting

Article 41 Explanation: The clock and bell system at the Hillside School is original equipment installed in 1961. Two thirds of the system's clocks are broken and beyond repair. The master clock needs frequent repair and parts are either unavailable or available only after exceedingly long waiting periods. The school bell function is sporadic creating confusion about start and end times for daily activities.

ARTICLE 42: APPROPRIATE FOR SCHOOL TECHNOLOGY PLAN

To see if the Town will vote to raise and appropriate the sum of $290,000 for school department computer hardware, other data processing equipment and computer software, to be spent under the direction of the School Department, and to meet this appropriation the Treasurer, with the approval of the Board of Selectmen is authorized to borrow up to $290,000 for a period of up to five years under M.G.L., Chapter 44 Section 7; or take any other action relative thereto.

INSERTED BY: Board of Selectmen
FINANCE COMMITTEE RECOMMENDS THAT: Recommendation to be made at Town Meeting

Article 42 Explanation: This request constitutes funding of Year 5 of a five year School Technology Plan. The School Technology Plan has as its goal an increase in instructional computing and peripheral equipment available to students, and the upgrade of existing computing and peripheral equipment. At the May, 1998 and May, 1999 Annual Town Meetings, funding for Years 3 and 4 of the Plan was approved in the amounts of $200,000 and $280,000 respectively.

ARTICLE 43: APPROPRIATE FOR SCHOOL DATA BASE RECORD SYSTEM

To see if the Town will vote to raise and appropriate the sum of $57,000 for a school record data base system, to be spent under the direction of the Board of Selectmen and raised from the tax levy; or take any other action relative thereto.

INSERTED BY: Board of Selectmen
FINANCE COMMITTEE RECOMMENDS THAT: Recommendation to be made at Town Meeting

Article 43 Explanation: This request is for software and hardware to support an enhanced district wide student record data base. The software will run in conjunction with the existing MacSchool student record software that resides at each school site. It will automate the centralized compilation, integration and reporting of data that is generated and maintained at the school site level. This will improve the efficiency with which data is compiled to meet Massachusetts Department of Education annual reporting requirements and will provide an integrated and comprehensive student data base for program and policy analysis and development. A cost estimate for this system is: software application - $21,000; installation / implementation / training - $21,000; and, hardware - $15,000.

ARTICLE 44: APPROPRIATE FOR LOCAL AREA / WIDE AREA NETWORK

To see if the Town will vote to raise and appropriate the sum of $92,000 for Phase 2 of the local area / wide area computer network, to be spent under the direction of the Board of Selectmen and raised from the tax levy ; or take any other action relative thereto.

INSERTED BY: Board of Selectmen
FINANCE COMMITTEE RECOMMENDS THAT: Recommendation to be made at Town Meeting

Article 44 Explanation: This request is for funding of year 2 of a 5 year master plan for a town wide local area/wide area computer network. The first phase was funded at the 1999 Annual Town Meeting at $168,000 to provide for standardized office automation software applications across all departments, centralized backup of all data files on a regular basis, and e-mail communication and file sharing among all departments. Phase 2 will build upon Phase 1 through the acquisition of the following: permits/licenses software and a server to support the software- $45,000; office automation software for police and a server to support it $22,350; office automation training- $1,500; a "firewall" to prevent unauthorized access to the network - $15,000; and software applications to support the Park & Recreation Department and the Town Clerk's office - $7,500.

ARTICLE 45: APPROPRIATE FOR GEOGRAPHIC INFORMATION SYSTEM

To see if the Town will vote to raise and appropriate the sum of $236,000 to continue the implementation of a Geographic Information System (GIS), to be spent under the direction of the Board of Selectmen, and to meet this appropriation the Treasurer, with approval of the Board of Selectmen, is authorized to borrow up to $236,000 for a period of up to five years, under M.G. L., Chapter 44, Section 7; or take any other action relative thereto.

INSERTED BY: Board of Selectmen
FINANCE COMMITTEE RECOMMENDS THAT: Recommendation to be made at Town Meeting

Article 46 Explanation: Based on a needs assessment and implementation plan completed in November, 1998 by an independent consultant, funding for the first phase of development of a geographic information system was authorized by Town Meeting in May, 1999. This current request is for Phase II of GIS development which will include the continuation of conversion of the Board of Assessors parcel data begun this year; conversion of sewer and water master plan data to a scale compatible with the GIS system; the creation of color digital orthophotos; the acquisition of system hardware; and training and implementation assistance.

A Geographic Information System (GIS) is a computerized mapping system that will automate and facilitate, among other things, the recording, management and updating of property assessment and infrastructure maps, and "intelligize" these maps by appending to them automated data bases that describe the features of the maps.

These maps will serve as the basis for continuing the long range planning requirements of our water, sewer, drain and roadway systems. In addition, the GIS system will be at a scale sufficient to generate construction detail drawings which will reduce the cost of engineering for these types of projects. Finally, the system has the capability to support the operations of other Town departments including Assessing, the Town Clerk, Schools, Planning, Public Safety and Building.

ARTICLE 46: APPROPRIATE FOR STORM DRAIN IMPROVEMENTS

To see if the Town will vote to raise and appropriate the sum of $150,000 to install drains in the Lincoln Street / School Street area, to be spent under the direction of the Board of Selectmen, and to meet this appropriation the Treasurer, with approval of the Board of Selectmen, is authorized to borrow up to $150,000 for a period of up to five years, under M.G. L., Chapter 44, Section 7; or take any other action relative thereto.

INSERTED BY: Board of Selectmen
FINANCE COMMITTEE RECOMMENDS THAT: Article be Adopted; $130,649 to be funded from unexpended balances of prior Capital Article authorizations and $19,351 from the tax levy.

Article 46 Explanation: Persistent flooding in the Lincoln Street/School Street area clearly indicates that this project should be given immediate consideration, despite the fact that the Town's recently initiated town wide storm drain master planning process will not be completed until late Spring/early Summer, 2000. The $150,000 requested here is the estimated cost of installing relief drains in this area. Engineering and design work have been funded through a $20,000 grant to the Town from the Deaconess-Glover Hospital. The design has been completed but final specifications needed for bidding are still in process.

ARTICLE 47: APPROPRIATE FOR BROOK / CULVERT REPAIRS

To see if the Town will vote to raise and appropriate the sum of $100,000 for repairs to brooks and culverts, to be spent under the direction of the Board of Selectmen and raised from the tax levy; or take any other action relative thereto.

INSERTED BY: Board of Selectmen
FINANCE COMMITTEE RECOMMENDS THAT: Recommendation to be made at Town Meeting

Article 47 Explanation: The severe storms of October, 1996 and June, 1998 resulted in numerous incidents of flooding in residential areas. The flooding conditions were largely the result of blockages of waterways due to the failure of retaining walls and the clogging of waterways with vegetation and silt. The conditions have occurred due to the lack of manpower for routine maintenance of these waterways. A major effort is now needed to begin to address this problem. This project will be a multi-year effort and will, due to staff limitations, require issuing contracts to clean the waterways and repair retaining walls. The total multi-year cost has yet to be determined but $100,000 is being requested for FY2001 to initiate the project. The first areas to be addressed will be along Fuller Brook in the Great Plain Avenue, Fuller Brook Avenue and Mackintosh Avenue neighborhoods and the Rosemary Brook Area.

ARTICLE 48: APPROPRIATE FOR HANDICAPPED RAMPS

To see if the Town will vote to raise and appropriated the sum of $50,000 for the construction of handicapped ramps at various sidewalk locations, to be spent under the direction of the Board of Selectmen and raised from the tax levy; or take any other action relative thereto.

INSERTED BY: Board of Selectmen
FINANCE COMMITTEE RECOMMENDS THAT: Article be Adopted

Article 48 Explanation: On January 21, 1997, the State Architectural Access Board (AAB) issued the Town a Notice of Non-Compliance and the Town was ordered to construct 66 ramps at 46 locations over a three year period. In excess of $140,000 has been appropriated for this work, but due to increased costs of construction, $35,000 in additional funds are needed to comply with AAB's Notice of Non-compliance. The balance will be used to begin to address approximately 2000 intersections requiring handicapped ramps. DPW anticipates similar requests for funding in future years to continue this process.

ARTICLE 49: APPROPRIATE FOR VEHICLES AND EQUIPMENT

To see if the Town will vote to raise and appropriate the sum of $954,210 for DPW equipment, to be spent under the direction of the Board of Selectmen, and to meet this appropriation the Treasurer with the approval of the Board of Selectmen is authorized to borrow up to $954,210 for a period of up to five years, under M.G.L., Chapter 44, Section 7; or take any other action relative thereto.

INSERTED BY: Board of Selectmen
FINANCE COMMITTEE RECOMMENDS THAT: Recommendation to be made at Town Meeting

Article 49 Explanation: *The total amount of vehicle and equipment replacement recommended for funding from all sources includes:*

Description	*General Fund*	*RTS Fund*	*Water Fund*	*Sewer Fund*
25" Aerial Bucket Truck	*$ 72,500*			
1 Ton 4WD Pickup	*38,180*			
Sedan/Wagon	*22,500*			
School Grounds Package	*121,200*			
½ Ton Van	*22,850*			
Mid Size Sedan	*22,500*			
Track Type Sidewalk Tractor	*72,500*			
Multi-Purpose Sidewalk Tractor	*63,000*			
Tractor w/Tiller Attachment	*20,000*			
1/4 Ton Pickup Truck				*26,500*
Backhoe Loader			*77,000*	
Front End Loader		*106,000*		
Sewer Rodder / Chassis				*74,000*
3/4 Ton Pickup		*26,750*		
3/4 Ton Pickup			*26,750*	
1 Ton 4WD Pickup	*37,930*			
5 Ton Trailer	*5,500*			
Stump Cutter	*20,300*			
4 WD Utility Vehicle	*28,000*			
3/4 Ton Pickup	*26,500*			
1 Ton 4 WD Dump Truck	*44,000*			
Total	***$617,460***	***$132,750***	***$103,500***	***$100,500***

ARTICLE 50: APPROPRIATE FOR MATERIAL SCREENER

To see if the Town will vote to raise and appropriate the sum of the sum of $110,000 to purchase a Material Screener, to be spent under the direction of the Board of Selectmen, and to meet this appropriation the Treasurer with the approval of the Board of Selectmen is authorized to borrow up to $110,000 for a period of up to five years, under M.G.L., Chapter 44, Section 7; or take any other action relative thereto.

INSERTED BY: Board of Selectmen
FINANCE COMMITTEE RECOMMENDS THAT: Recommendation to be made at Town Meeting

Article 50 Explanation: *Part of the Town's solid waste operation involves sifting certain materials at the RTS to separate it into re-usable products (e.g., fill for Town highway reconstruction projects and compost for Town and residential use). With the closure of the landfill, the need for this process has been heightened because the Town can no longer dispose in the landfill its excess waste material generated primarily by the DPW (e.g., roadway excavation, pavements, street sweeping materials, etc.). The screener will assist in separating out usable products from this waste, precluding the need for the Town to have this material transferred off site. Currently, the Town budgets $20,000 in the RTS enterprise fund budget and $15,000 in the DPW budget for the rental of a material screener. Given its estimated cost ($110,000) and its useful life (10 years), it is recommended that the Town purchase rather than lease this equipment. Based on estimated use of the screener, it is proposed that 50% of the estimated $110,000 cost be financed from general fund revenues and 50% from RTS fees. Please note that if the screener is purchased, the DPW will retain $7,000 between the RTS and Highway operating budgets for the annual maintenance of this equipment.*

ARTICLE 51: APPROPRIATE FOR LOCAL ROAD/INTERSECTION RECONSTRUCTION

To see if the Town will vote to raise and appropriate the sum of $900,000 for road and intersection improvements and reconstruction, to be spent under the direction of the Board of Selectmen, and to meet this appropriation the Treasurer with the approval of the Board of Selectmen is authorized to borrow up to $900,000 for a period of up to five years, under M.G.L., Chapter 44, Section 7; or take any other action relative thereto.

INSERTED BY: Board of Selectmen
FINANCE COMMITTEE RECOMMENDS THAT: Recommendation to be made at Town Meeting

Article 51 Explanation: This request reflects the efforts of the Department of Public Works and the Board of Selectmen to implement an annual road and intersection reconstruction program. FY00 was the first year that this program was funded by Town Meeting with funds being used to reconstruct Parish Road, improve the Hillcrest Road/Highgate Street intersection and perform other extraordinary repairs. Funds requested for FY2001 will be used for: (1) the reconstruction of Bird Street; (2) extraordinary repairs on a variety of roads where maintenance has been deferred; and (3) subject to further engineering analysis, it is anticipated that work will be performed on one of the following intersections: Greendale Ave at High Street and Tower Avenue, Central Avenue at Charles River Street; or Greendale Avenue at Great Plain Avenue.

ARTICLE 52: APPROPRIATE FOR TRAFFIC SIGNAL REPLACEMENT

To see if the Town will vote to raise and appropriated the sum of $50,000 for replacement of traffic signals, to be spent under the direction of the Board of Selectmen and raised from the tax levy; or take any other action relative thereto.

INSERTED BY: Board of Selectmen
FINANCE COMMITTEE RECOMMENDS THAT: Article Not be Adopted

Article 52 Explanation: This request represents a recommended five year program to replace existing traffic signals around town. At present, the DPW Highway Division operates and maintains 15 intersections fully controlled by traffic signals and an additional five intersections controlled by flashing beacons. Many of the signals are the older electro-mechanical controllers and are obsolete and unreliable. Repair parts are not readily available requiring that they be operated in a flashing mode for sustained periods of time while parts are being located. Requested funds are proposed to be used for the signals and controllers at Highland Avenue and Rosemary Street. The DPW is in the process of refining this cost estimate.

ARTICLE 53: APPROPRIATE FOR SIDEWALK RECONSTRUCTION

To see if the Town will vote to raise and appropriated the sum of $85,000 for sidewalk repair and resurfacing, to be spent under the direction of the Board of Selectmen and raised from the tax levy; or take any other action relative thereto.

INSERTED BY: Board of Selectmen
FINANCE COMMITTEE RECOMMENDS THAT: Recommendation to be made at Town Meeting

Article 53 Explanation: The School Department's busing policy has resulted in more school age children walking to school. This has placed a greater emphasis on the condition of sidewalks along designated walking routes. As a result of level funding of the operating budget for street and sidewalk maintenance during the last several years, however, little work on sidewalks has been undertaken. Steps to remedy this situation were taken two years ago with the appropriation of $65,000 at the May, 1998 annual town meeting for the repair of sidewalks on high priority walking routes. Funding for this program was deferred in FY2000. This current request would fund repairs to sidewalks on additional high priority routes, specifically on both sides of Lindbergh Avenue from Paul Revere Road to Manning Street.

ARTICLE 54: APPROPRIATE FOR TRAFFIC SIGNAL BULB REPLACEMENT

To see if the Town will vote to raise and appropriated the sum of $110,000 for the Traffic Signal LED Replacement Program, to be spent under the direction of the Board of Selectmen and raised from the tax levy; or take any other action relative thereto.

INSERTED BY: Board of Selectmen
FINANCE COMMITTEE RECOMMENDS THAT: Recommendation to be made at Town Meeting

Article 54 Explanation: This project would retrofit all existing red and green traffic signal bulbs (116 watt incandescent bulbs with an average life of one year) with a 6 watt/12 watt light emitting diode (LED) unit with a guaranteed life of 5 years and, based on experience around the country, a potential life of 10 years. This program would reduce kilowatt hour consumption by an estimated 75% and would reduce the amount of time devoted by staff to change bulbs based on the increase in bulb life. Initiatives to replace incandescent bulbs with LED units have been undertaken by the State Highway Department, the Town of Framingham, and the City of Newton. The DPW is pursuing a utility company energy conservation grant which could offset the cost of the program by as much as $84,000.

ARTICLE 55: APPROPRIATE FOR MEMORIAL PARK PARKING LOT

To see if the Town will vote to raise and appropriated the sum of $33,500 to resurface Memorial Park parking lot, to be spent under the direction of the Board of Selectmen and raised from the tax levy; or take any other action relative thereto.

INSERTED BY: Board of Selectmen
FINANCE COMMITTEE RECOMMENDS THAT: Article Not be Adopted

Article 55 Explanation: The Memorial Park parking lot needs to be resurfaced based on its current condition. As a means of extending the life of the existing pavement, the lot received a crack sealing treatment in 1993 along with repairs of significantly deteriorated and damaged areas.

ARTICLE 56: APPROPRIATE FOR WATER SYSTEM IMPROVEMENTS - FIRE FLOW

To see if the Town will vote to raise and appropriate the sum of $165,000 for necessary improvements to the water system, to be spend under the direction of the Board of Selectmen, and to meet this appropriation the Treasurer with the approval of the Board of Selectmen, is authorized to borrow up to $165,000 for a period of up to five years, under M.G.L., Chapter 44, Section 8; or take any other action relative thereto.

INSERTED BY: Board of Selectmen
FINANCE COMMITTEE RECOMMENDS THAT: Article be Adopted

Article 56 Explanation: The recently completed water system master plan identified a range of necessary improvements including various system upgrades to insure the availability of adequate quantities of water at required pressures needed for fire suppression. This request is to initiate the first phase of these improvements and includes: (1) $150,000 for the installation of a tank altitude valve at the Dunster Road water tank to enable filling the Birds Hill tank to full capacity and (2) $15,000 for the preliminary design of a booster system at the Birds Hill and Dunster Road tanks to maintain minimum pressure thresholds. An ancillary benefit of these improvements will be to meet minimum pressure requirements for domestic water pressure established by the Massachusetts Department of Environmental Protection.

ARTICLE 57 **APPROPRIATE FOR WATER SYSTEM IMPROVEMENT, DESIGN - LOOPING / SMALL DIAMETER MAINS**

To see if the Town will vote to raise and appropriate the sum of $15,000 for design costs to address water infrastructure needs, to be spend under the direction of the Board of Selectmen and raised from Water receipts; or take any other action relative thereto.

INSERTED BY: Board of Selectmen
FINANCE COMMITTEE RECOMMENDS THAT: Recommendation to be made at Town Meeting

Article 57 Explanation: This request is for design funds to address two water infrastructure needs identified in the recently completed water system master plan: water main looping and the replacement of small diameter mains. Water main looping is where lines that dead end at a particular location are tied into existing mains to improve water quality by eliminating stagnation and to enhance fire flow capacity by increasing line pressure. The master plan recommends the installation of approximately 9000 feet of new 8" mains to complete this looping at a total cost of $1,175,000. The DPW proposes accomplishing this annually over a 12 to 15 year period. The plan recommends the replacement of 26,500 feet of small diameter mains at a total cost of $3,450,000. The DPW proposes accomplishing this annually over a 15 -25 year period.

ARTICLE 58: **APPROPRIATE FOR WATER SYSTEM REHABILITATION PROGRAM (BROAD MEADOW ROAD MAIN DESIGN)**

To see if the Town will vote to raise and appropriate the sum of $60,000 for design costs to upgrade the existing water main in Broad Meadow Road, to be spent under the direction of the Board of Selectmen, and to meet this appropriation the Treasurer, with the approval of the Board of Selectmen, is authorized to borrow up to $60,000 for a period of up to five years, under M.G.L., Chapter 44, Section 8; or take any other action relative thereto.

INSERTED BY: Board of Selectmen
FINANCE COMMITTEE RECOMMENDS THAT: Recommendation to be made at Town Meeting

Article 58 Explanation: The recently completed water system master plan identified a range of necessary improvements including various system upgrades to existing water mains that are greater than 70 years of age. This is due to the age of these mains and the fact that water quantities in this subsystem are not sufficient for fire suppression. Water quantities are due to the buildup of tuberculation in the mains and the consequent reduction in pipe diameter, and the fact that portions of the pipes are undersized from a design standpoint. The Broad Meadow Road pipes are considered the highest priority of these mains. This project will be scheduled so as to not conflict with the Broadmeadow School renovation project. The estimated construction cost is $400,000.

ARTICLE 59: **APPROPRIATE FOR WASTEWATER PUMP STATION PUMP REPLACEMENT**

To see if the Town will vote to raise and appropriate the sum of $25,000 for two wastewater pump station pump replacements, to be spent under the direction of the Board of Selectmen and raised from Wastewater receipts; or take any other action relative thereto.

INSERTED BY: Board of Selectmen
FINANCE COMMITTEE RECOMMENDS THAT: Article be Adopted

Article 59 Explanation: The estimated useful life of pump station pumps is 12 to 15 years. The goal of this program is to minimize emergency calls due to mechanical failures by replacing pumps that have outlived their useful lives. It seeks $25,000 a year to finance the replacement of two pumps per year. There are 23 pumps in operation in the Town's pump stations. This request is for Year 2 funding of an ongoing program to replace pumps at the various stations around town

This appropriation will be used to replace one of the pumps at the Great Plain Avenue pump station and a pump at either of the Richardson Drive or Lake Drive Pump Stations.

ARTICLE 60: APPROPRIATE FOR RTS TRANSFER TRAILERS

To see if the Town will vote to raise and appropriate the sum of $87,000 for the purchase of two solid waste transfer trailers, to be spent under the direction of the Board of Selectmen and raised from the Solid Waste / Recycling retained earnings; or take any other action relative thereto.

INSERTED BY: Board of Selectmen
FINANCE COMMITTEE RECOMMENDS THAT: Recommendation to Approve $43,500 for the Purchase of One Transfer Trailer

Article 60 Explanation: The estimated useful life of a transfer trailer under the present operating conditions at the Recycling Transfer Station is six years. Three years hauling solid waste and three years of less strenuous duty hauling recyclables. One of the trailers requested is for the replacement of a 1988 Yankee Walking Floor trailer. The second trailer requested is to increase the size of the transfer trailer fleet from five to six. By increasing the size of the fleet, the Town will not have to rely on the availability of trailers from transportation vendors when mechanical breakdowns occur or during the peak flow periods of spring, fall and early winter.

ARTICLE 61: APPROPRIATE FOR RTS RETAINING WALL RECONSTRUCTION

To see if the Town will vote to raise and appropriate the sum of $150,000 for the reconstruction of retaining wall at the RTS, to be spend under the direction of the Board of Selectmen, and to meet this appropriation the Treasurer, with the approval of the Board of Selectmen, is authorized to borrow up to $150,000 for a period of up to five years, under M.G.L., Chapter 44, Section 8; or take any other action relative thereto.

INSERTED BY: Board of Selectmen
FINANCE COMMITTEE RECOMMENDS THAT: Recommendation to be made at Town Meeting

Article 61 Explanation: The north and south drop-off area retaining walls are approaching 20 years of age and are in need of reconstruction. During the initial recycling area expansion, these walls were proposed to be reconstructed as part of the new design. However, with the implementation of the Pay-Per-Throw program, it was decided not to continue with the original design. Nonetheless, reconstruction of the retaining walls has been recommended to improve safety due to the structural deterioration. It is also proposed that while the walls are being reconstructed, the opportunity be taken to expand from 5 to 8 drop-off bays to increase the efficiency of disposal and traffic flows at the RTS as well as service.

ARTICLE 62: APPROPRIATE FOR LANDFILL RE-USE ENGINEERING

To see if the Town will vote to raise and appropriate the sum of $100,000 for an engineering study to identify options for the reuse of the landfill, to be spent under the direction of the Board of Selectmen and raised from Landfill Reserve Account; or take any other action relative thereto.

INSERTED BY: Board of Selectmen
FINANCE COMMITTEE RECOMMENDS THAT: Recommendation to be made at Town Meeting

Article 62 Explanation: The Board of Selectmen has appointed the Park and Recreation Commission as the study committee to assess potential opportunities for the reuse of the 43 acre landfill property and the adjacent 12 acre parcel. This request of $100,000 is for an engineering study to identify options for access to and reuse of the landfill.

ARTICLE 63 APPROPRIATE FOR ROSEMARY POOL RENOVATION DESIGN

To see if the Town will vote to raise and appropriate the sum of $100,000 for design costs related to improvements to the Rosemary Pool Complex, to be spent under the direction of the Permanent Public Building Committee, and to meet this

appropriation the Treasurer, with approval of the Board of Selectmen, is authorized to borrow up to $100,000 for a period of up to five years, under M.G.L., Chapter 44, Section 7; or take any other action relative thereto.

INSERTED BY: Board of Selectmen
FINANCE COMMITTEE RECOMMENDS THAT: Article Not be Adopted

Article 63 Explanation: Based on the results of the first phase of the Rosemary Pool Study funded in May, 1997, a listing of repairs and improvements to the pool complex required to maintain a safe and efficient operation were identified. This list included improvements to the pool complex grounds and building as well as improvements to the pool's infrastructure and mechanical systems. This Article would fund the design costs for these improvements.

ARTICLE 64: APPROPRIATE FOR REPAIRS TO FIELDS, FENCES AND BUILDING

To see if the Town will vote to raise and appropriate the sum of $34,000 for maintenance to fields, fences and buildings, to be spent under the direction of the Park and Recreation Commission and raised from the tax levy; or take any other action relative thereto.

INSERTED BY: Board of Selectmen
FINANCE COMMITTEE RECOMMENDS THAT: Article be Adopted

Article 64 Explanation: Through the work of the Buildings and Grounds Study Committee and the Open Space Master Plan Committee, safety and accessibility issues have been noted at parks under the jurisdiction of the Park and Recreation Commission and the Board of Selectmen. In FY96, $21,000 was appropriated for backstop repairs at Cricket and Walker-Gordon; boundary fencing at Cricket, Walker-Gordon, and DeFazio; and carpentry and repainting of the Cricket Building. Remaining work to be done includes: rehabilitating Cricket diamond, Perry diamond, Avery diamond, Dwight diamond; repairs and painting of the building at the Camp property; and re-paving the basketball court at Perry Park.

ARTICLE 65: APPROPRIATE FOR FIRE DEPARTMENT BRUSH TRUCK

To see if the Town will vote to raise and appropriate the sum of $44,000 to replace the Fire Department Brush Truck/ Tank Vehicle, to be spent under the direction of the Board of Selectmen and raised from the tax levy; or take any other action relative thereto.

INSERTED BY: Board of Selectmen
FINANCE COMMITTEE RECOMMENDS THAT: Recommendation to be made at Town Meeting

Article 65 Explanation: This vehicle is a pick-up truck used for utility purposes year round. In addition, it has a slide in brush fire unit and serves as the forestry brush fire vehicle. The current pick-up is a 1993 Ford F-350 and will be seven years old at the time of replacement. The current slide-in brush fire unit will be 14 years old at the time of replacement and is unreliable due to age, and wear and tear. It has far exceeded its service, as it has been installed on three pick-up trucks. Estimated replacement cost is $36,000. Estimated replacement cost of the slide-in brush fire unit is $8,000.

ARTICLE 66: APPROPRIATE FOR FIRE DEPARTMENT LADDER TRUCK

To see if the Town will vote to raise and appropriate the sum of $625,000 to purchase a Fire Department ladder truck, to be spent under the direction of the Board of Selectmen, and to meet this appropriation the Treasurer, with the approval of the Board of Selectmen, is authorized to borrow up to $625,000 for a period of up to five years, under M.G.L., Chapter 44, Section 7; or take any other action relative thereto.

INSERTED BY: Board of Selectmen

FINANCE COMMITTEE RECOMMENDS THAT: Recommendation to be made at Town Meeting

Article 66 Explanation: The ladder truck is essential to the proper delivery of fire suppression and life/fire safety rescue. It has many functions including rescue, ventilation and salvage. The existing Ladder 1 will be 15 years old at the time of this scheduled replacement. Currently, it is rusting and it is very difficult to get parts for repairs, as the manufacturer went out of business several years ago. Since this ladder truck has been discontinued, it will likely have to be sold directly and not traded in. If sold directly, it would probably sell for between $5,000 - $10,000.

ARTICLE 67: APPROPRIATE FOR FIRE DEPARTMENT COMMAND VEHICLE

To see if the Town will vote to raise and appropriate the sum of $40,000 to replace the Fire Department Command Vehicle, to be spent under the direction of the Board of Selectmen and raised from the tax levy; or take any other action relative thereto.

INSERTED BY: Board of Selectmen
FINANCE COMMITTEE RECOMMENDS THAT: Recommendation to be made at Town Meeting

Article 67 Explanation: The incident command vehicle is operated by the Deputy Fire Chief and must be reliable to facilitate his quick response to the scene of an incident as Incident Commander. The current Deputy Chief's vehicle will not be traded in but retained as a special service unit. A Ford Bronco with 60,000 miles will be traded in..

ARTICLE 68: APPROPRIATE FOR POLICE DEPARTMENT RADIO EQUIPMENT

To see if the Town will vote to raise and appropriate the sum of $76,000 to purchase portable radios for police department personnel, to be spent under the direction of the Board of Selectmen, and to meet this appropriation the Treasurer, with approval of the Board of Selectmen, is authorized to borrow up to $76,000 for a period of up to five years, under M.G.L., Chapter 44, Section 7; or take any other action relative thereto.

INSERTED BY: Board of Selectmen
FINANCE COMMITTEE RECOMMENDS THAT: Recommendation to be made at Town Meeting

Article 68 Explanation: This request is for 55 portable radios, chargers, batteries (2 per radio) and carrying cases. The Police Chief's goal is to issue a radio to each officer, thereby expanding his/her communication capabilities with the Police Station. Like a service weapon, each officer will be responsible for the use, care and maintenance of this equipment.

ARTICLE 69: RESCIND BOND AUTHORIZATIONS

To see if the Town will vote to rescind a part of certain authorizations to borrow funds, which were approved in prior years, where the purposes of the borrowing have been completed, and/or it was unnecessary to borrow the amount approved:

Article 33, May 1997 ATM - Mitchell School Roof	$20,000
Article 54, May 1997 ATM - Landfill Closure	$1,000,000
Article 17, November 1997 Special - Transfer Station Bldg Contingency	$23,000
Article 39, May 1998 ATM - High School Roof	$55,000
Article 40, May 1998 ATM - DPW Roof	$1,000
Article 14, November 1998 Special - High School Gym Roof	$38,100

or take any other action relative thereto.

INSERTED BY: Board of Selectmen
FINANCE COMMITTEE RECOMMENDS THAT: Article be Adopted

Article 69 Explanation: The above noted projects have been completed. It is necessary for Town Meeting to rescind the balances of the bond authorization so that these authorizations can be removed from the Town's financial records.

ARTICLE 70: APPROPRIATE FOR NEW DEBT SERVICE

To see if the Town will vote to raise and appropriate the sum of $70,162 from the tax levy for the payment of interest on debt in fiscal year 2001 for capital projects approved at the Annual Town Meeting; or take any other action relative thereto.

INSERTED BY: Finance Committee
FINANCE COMMITTEE RECOMMENDS THAT: Recommendation to be Made at Town Meeting

Article 70 Explanation: This Article is to fund the first year of the general fund debt service for those Capital Article bond authorizations approved by Town Meeting. Debt service for the Enterprise Fund related bond authorizations is found in Articles 25 - 27 . All amounts will be amended, if necessary, based on final action by Town Meeting.

GENERAL BY-LAW ARTICLES

ARTICLE 71: AMEND GENERAL BY-LAW - TECHNOLOGY ADVISORY COMMITTEE

To see if the Town will vote to rescind Section 2.2.5.3 of the Town's General By-laws and replace it with the following

"2.2.5.3 Technology Advisory Board

(a) There shall be a Technology Advisory Board (hereinafter called the Board) consisting of five (5) regular members and four (4) *ex officio* members.

(b) The regular members of the Board shall be appointed by the Board of Selectmen to staggered three-year terms The regular members of the Board shall be residents of the Town who have knowledge and experience in telecommunications or information technology. No employee of the Town shall be a regular member of the Board The Selectmen shall endeavor to appoint, as one of the five regular members, one resident of the Town who is serving as a member of the Cable Television Advisory Committee. In the event that a vacancy occurs during a regular member's three-year term, the Selectmen shall, within ninety (90) days, appoint a successor to fill the balance of the unexpired term.

(c) The *ex officio* members of the board shall be appointed by the Board of Selectmen to one year terms. The *ex officio* members of the Board shall be:
(i) the Town's Director of Finance
(ii) the Town's Director of Management Information Services,
(iii) the School Department's Director of Financial Services, or a substitute designated by the Superintendent of Schools,
(iv) the School Department's Director of Technology, or a substitute designated by the Superintendent of Schools.

(d) The role of the Board shall be (1) to provide technical assistance to all Town departments and the School Department in the formulation of technology plans and capital requests for voice, data and video systems; (2) to advise the Board of Selectmen in its review of capital requests for voice, data and video systems, taking into consideration the goals of maximizing efficiency and cost effectiveness, minimizing unnecessary redundancy, and insuring, to the extent possible, the compatibility of each request with other existing or proposed systems; and (3

to advise the Permanent Public Building Committee on the specifications to be considered for voice, data and video systems when constructing or renovating Town Facilities.

(e) The Board shall, annually in June, elect from among its regular members a chairman and vice-chairman, each of whom shall serve until a successor is duly elected. The chairman shall annually appoint one of the *ex officio* members to serve as secretary."

Or take any other action relative thereto.

INSERTED BY: Board of Selectmen
FINANCE COMMITTEE RECOMMENDS THAT: Recommendation to be made at Town Meeting

Article 71 Explanation: The Town currently has a committee to advise it on computer purchases. At the May 1999 Town Meeting, it was suggested that a committee advise both the general government and school department on all technology plans. This by-law is meant to accomplish this objective.

ARTICLE 72: AMEND GENERAL BY-LAW - SECTION 1.3 - TOWN MEETING NOTIFICATION

To see if the Town will vote to delete in its entirety Section 1.3 of the Town's General By-Laws and replace it with the following:

"Section 1.3 Mailing of Notification

In addition to such required notification, the Town Clerk shall cause to be delivered or mailed to each place of residence a copy of the Warrant for each Annual town election of officers. The Town Clerk shall also cause to be delivered or mailed to each residence, at least seven days in advance, a copy of the Warrant for the Annual Town Meeting, held for the purpose of the transacting of business. The Town Clerk shall cause to be delivered or mailed to each Town Meeting Member, at least fourteen days in advance, a copy of the Warrant for each Special Town Meeting.

Said delivering or mailing shall not, however, constitute any part of the posting of said Warrant. The Town Clerk shall make available to any resident, upon request, a copy of the Warrant for each Special Town Meeting. The Town Clerk shall cause the titles and a synopsis of all Special Town Meeting Articles to be printed in a local newspaper."

Or take any other action relative thereto.

INSERTED BY: Board of Selectmen
FINANCE COMMITTEE RECOMMENDS THAT: No Position Taken

Article 72 Explanation: At the May 1999 Town Meeting the Board of Selectmen proposed a change to this by-law to make it consistent with State law. Inadvertently, however, we deleted the requirements that Warrants be delivered a certain number of days in advance of the Annual or Special Town Meeting. This revised by-law re-establishes this language.

ARTICLE 73 AMEND GENERAL BY-LAW - REGULATION OF NOISE DURING CONSTRUCTION AND LANDSCAPING

Proposed

"Regulation of noise during construction and landscaping in residential districts"

Brief overview:

The intent of this bylaw change is to improve the quality of life in Needham by limiting the hours during which loud heavy equipment may be operated in residential areas. The initial trigger for this proposed change has been the rise in tear-down construction projects that involve the used of heavy machinery throughout town, but other homeowner initiated activity has also been problematic. Statewide anti-noise ordinances only require finishing times before 11 PM, and contractors generally follow a traditional 7 AM starting time. Neighboring towns have policies ranging from Lexington's "quiet Sunday", to Wayland's "No unreasonable noise" ordinance. No town has a comprehensive set of guidelines to address all aspects of this issue.

The proposed guidelines are an attempt to balance the schedules and work requirements of contractors with the lifestyle of the typical Needham homeowner. Since the aim of this bylaw is to restore a sense of consideration for the needs of neighbors, the proposed "punishment" is a direct apology to any aggrieved parties, rather than immediate fines or sanctions in the traditional sense.

The following article is proposed, to see if the Town will adopt the following bylaw change:

That construction and landscaping projects in residential areas of Needham (zoned as Residence A & B, General Residence, Rural Residence and Conservation) conform to the following restrictions on hours of operation of heavy equipment (to be defined below):

1) Weekdays: there shall be no activity at the worksite before 7AM, including the arrival of vans and trucks and the starting up of engines and motors.

2) Saturdays: worksite activity shall start no earlier than 9AM.

3) Sundays and major holidays: excavation, construction and site clearing not permitted; landscaping may begin after 9 AM.

The Building Inspector, upon issuing a building or demolition permit, shall notify the permit holder of these restrictions

Projects covered: The following types of projects and equipment are covered by this by-law:

- Excavation - tractors, front-end loaders, jackhammer, etc.
- Building and framing - power tools (permissible only inside fully enclosed quarters), power generators, cement mixers, etc.
- Site Clearing - equipment as listed above
- Landscaping - power mowers, leaf blowers, chainsaws, etc.

Projects not covered: Commercial properties and projects in non-residential areas are not covered by this by-law. Snow removal is not covered.

Complaint process: Anyone aggrieved by a violation of this bylaw shall contact the Needham Police Department, to initiate the grievance process, as outlined below.

Penalties Any contractor or homeowner found to be in violation of the above code will be required to apologize in person to at least half of all direct abutters to the worksite in question. He or she (the contractor or homeowner, not the subcontractors or workmen) will be required to write a brief letter of apology to the community as a whole, to be published in both the Needham Newspapers. It is the responsibility of the complainant to determine if the penalty requirements have been complied with.

Method for settling disputes: Disagreements about the applicability of these guidelines to specific situations will be mediated by a committee consisting of one elected townwide official , one community representative with no ties to the home construction business, and one representative of the development community, each to be appointed by the Selectmen for three-year terms.

If these penalties are not abided by, as determined by the aforementioned committee, then a fine not to exceed $100 shall be levied, and shall be directed to fund Peer Mediation and Conflict Resolution projects in the Needham Public Schools. Subsequent violations may lead to loss of building permit, to be determined by the above committee.

INSERTED BY: Citizen's Petition
FINANCE COMMITTEE RECOMMENDS THAT: No Position Taken

Article 73 Explanation: The Town of Needham has endorsed the construction of large homes via the tear-down route. This rebuilding process can, and should, be done in a way that takes into account the impact of the heavy construction process on neighbors. It seems unfair, for example, that abutters be awakened by jackhammers at 7 AM on Saturdays in order to accommodate the work schedules of contractors. This bylaw is an attempt to balance the wishers of builders to complete their projects as quickly as possible with the rights of neighbors to minimal infringement of their peace and quiet, and it does so by the admittedly imperfect route of inconveniencing all parties to a similar and hopefully equitable degree.

ARTICLE 74 PETITION GENERAL COURT - RETIREMENT LEGISLATION

To see if the Town will authorize the Board of Selectmen to petition the General Court as follows:

An Act Relative to the Reporting of Pension Contributions in the Town of Needham

SECTION 1.

Notwithstanding the provisions of any general or special law to the contrary, whenever the retirement board of the Town of Needham shall find it impossible or impracticable to consult an original record to determine the date of birth, length of service, amount of regular compensation or other pertinent fact with regard to any member, it may, subject to the approval of the actuary, use estimates thereof on any basis which in its judgement is fair and just. The board, upon discovery of any error in any record on the system, shall, as far as practicable, correct such record.

When an error exists in the records maintained by the system, or an error is made in computing a benefit, and as a result a member or beneficiary receives from the system more or less than the member or beneficiary would have been entitled to receive had the records been correct or had the error not been made, the records or error shall be corrected and as far as practicable, and future payments shall be adjusted so that the actuarial equivalent of the pension or benefit to which the member or beneficiary was correctly entitled shall be paid. If it is determined that a member has contributed an incorrect amount to the retirement system, the member will be required to contribute an amount sufficient to correct such error or the board shall pay an amount to the member to correct such error, as the case may be.

At the request of a member or beneficiary who has been determined to have been paid amounts in excess of those to which he or she is entitled or at the request of a member who has been determined to owe funds to the retirement system, the board may waive repayment or recovery of such amounts provided that:

(i) the error in any benefit payment or amount contributed to the system persisted for a period in excess of one year; and
(ii) the error was not the result of erroneous information provided by the member or beneficiary; and

(iii) the member or beneficiary did not have knowledge of the error or did not have reason to believe that the benefit amount or contribution rate was in error.

SECTION 2. This act shall take effect on January 1, 2000 and shall apply to any demand previously made by the Needham Retirement Board for repayment of excess payments or amounts currently owed to the Needham Retirement System.

Or take any other action relative thereto.

INSERTED BY: Needham Retirement Board
FINANCE COMMITTEE RECOMMENDS THAT: No Position Taken

Article 74 Explanation: To allow the Needham Retirement Board to propose home rule legislation which will allow the Needham Retirement Board the flexibility to waive repayment of funds owed to the retirement system because of an accounting error about which the retiree had no possible knowledge. The current retirement allowance will be adjusted to reflect the correct amount.

ARTICLE 75: PETITION GENERAL COURT: AN ACT AUTHORIZING THE TOWN OF NEEDHAM TO ESTABLISH A SPECIAL FUND FOR THE PAYMENT OF COSTS RELATIVE TO SCHOOL RENOVATION PROJECTS

To see if the Town will authorize the Board of Selectmen to petition the General Court as follows:

Section 1. Notwithstanding the provisions of Section 53 of chapter 44 of the General Laws or any other general or special law to the contrary, the town of Needham Board of Selectmen may establish a special fund in the town treasury into which shall be deposited income derived from the investment of the proceeds of all notes and bonds issued for school building projects outlined in the town's facilities' master plan study dated September 27, 1999 and funded through a Proposition 2 ½ debt exclusion for the renovation, reconstruction, construction and original equipping of said town's school buildings. The town treasurer shall be the custodian of said monies and shall make an accounting of the funds to the Board of Selectmen. All amounts in said special fund shall be applied solely to the payment of capital costs for school building projects referenced herein upon authorization by the Town Treasurer.

Section 2. If, upon declaration of the town department or committee responsible for oversight of a project referenced herein that the project is completed, there remains a balance in the special fund attributable to that project, that balance shall be transferred to the general fund of the town.

Section 3. This act shall take effect upon its passage.

Or take any other action relative thereto.

INSERTED BY: Board of Selectmen
FINANCE COMMITTEE RECOMMENDS THAT: Recommendation to be made at Town Meeting

Article 75 Explanation: The issuance of debt for the financing of capital projects outlined in the Town's facilities' master plan study dated September 27, 1999 could generate significant amounts of bond proceeds which, when invested, could result in significant investment income. Under Massachusetts General Laws, investment income resulting from the investment of bond proceeds is recorded as revenue of the Town's general fund. This petition of the Legislature, modeled on an act passed for the Town of Arlington, seeks authority to segregate investment income resulting from the investment of bond proceeds for projects reflected in the Master Plan and funded through a Proposition 2 ½ debt exclusion. Segregation of this income will insure that it is applied solely to defray the cost of these capital projects. This will reduce

the property tax impact of these projects and protect against the use of this non-recurring revenue for on-going operating budget costs.

TOWN MEETING COMMITTEES

ARTICLE 76: CONTINUE COMMUNITY CENTER STUDY COMMITTEE

To see if the Town will continue the Community Center Study Committee, established by vote of the 1994 Annual Town Meeting under Article 59, to direct and authorize said Committee to study the options for providing a community facility that may meet the current and future needs for youth, recreation, cultural and senior programs, said Committee shall report back to the next Annual Town Meeting or sooner; or take any other action relative thereto.

INSERTED BY: Community Center Study Committee
FINANCE COMMITTEE RECOMMENDS THAT: No Position Taken

ARTICLE 77: CONTINUE SCHOOL SAFETY STUDY COMMITTEE

To see if the Town will vote to continue the School Safety Study Committee, established by vote of the 1991 Special Town Meeting under Article 10, direct and authorize said Committee to continue the study and evaluation of safe walking routes for Needham School children, to develop and recommend minimum and uniform safety criteria regarding school walking routes, to address the issue of age appropriate walking routes and distances and to generally examine the issue of safe student access to and from their schools, said Committee to report to the next Annual Town Meeting or sooner; or take any other action relative thereto.

INSERTED BY: School Safety Study Committee
FINANCE COMMITTEE RECOMMENDS THAT: No Position Taken

ARTICLE 78: CONTINUE SOLID WASTE DISPOSAL/RECYCLING ADVISORY COMMITTEE

To see if the Town will vote to continue the Solid Waste Disposal/Recycling Advisory Committee, established by vote of the 1966 Annual Town Meeting under Article 73 and amended under Article 40 of the 1993 Annual Town Meeting, direct and authorize said Committee to continue to investigate all methods of collection and disposal of solid waste, said Committee to report to the next Annual Town Meeting or sooner; or take any other action relative thereto.

INSERTED BY: Solid Waste Disposal/Recycling Advisory Committee
FINANCE COMMITTEE RECOMMENDS THAT: No Position Taken

ARTICLE 79: CONTINUE THE NEEDHAM GOVERNMENTAL REVIEW STUDY COMMITTEE

To see if the Town will continue the Needham Governmental Review Study Committee, established by vote of the 1997 Annual Town Meeting, under Article 71, said Committee shall report back to the next Annual Town Meeting or sooner, or take any other action relative thereto.

INSERTED BY: Needham Governmental Review Study Committee
FINANCE COMMITTEE RECOMMENDS THAT: No Position Taken

ARTICLE 80: **ESTABLISH A COMMITTEE TO REVIEW, INVESTIGATE AND REPORT ON TH COLLECTION OF SOLID WASTE, OPERATION OF THE RECYCLING TRANSFE STATION (RTS) AND FUNDING OF THE SAME**

To ask the Moderator to appoint a Study Committee made up of one (1) Representative of the Finance Committee, one (Representative of the Board of Selectmen, three (3) elected Town Meeting Members and two (2) Registered Voters, n members of Town Meeting, to study the alternatives for the collection of solid waste within the Town, the operation of th RTS and various means of financing solid waste collection and operation of the RTS, remembering the recycling concer of the Town and State. Said Committee shall report back to the Town Meeting no later than the next Annual Town Meetin or earlier with a report of their recommendations. The Study Committee shall have the support and cooperation of all Tow Officials, Departments, Board, Administrative Offices and Committees.

INSERTED BY: Citizen's Petition
FINANCE COMMITTEE RECOMMENDS THAT: No Position Taken

ARTICLE 81: **OMNIBUS ARTICLE**

To see if the Town will vote to raise by taxation, transfer from available funds, by borrowing or otherwise, such sums may be necessary for all or any of the purposes mentioned in the foregoing articles, especially to act upon all appropriatio asked for or proposed by the Selectmen, or any Town Officer or Committee, to appoint such committees as may be decid upon and to take action upon matters which may properly come before the meeting; or take any other action relative there

INSERTED BY: Board of Selectmen

And you are hereby directed to serve this Warrant by posting copies thereof in not less than twenty public places in sa Town at least 7 days before said meeting.

Hereof fail not and make due return of this Warrant with your doings thereon unto our Town Clerk on or after said day a hour.

Given under our hands at Needham aforesaid this day of 29 day of February,2000

William M. Powers, Chairman
Paul Theodore Owens, Vice Chairman
Daniel P. Matthews
John H. Cogswell
Gerald A. Wasserman
Selectmen of Needham

a true copy
Attest:
Constable

SUMMARY OF PROPOSED CAPITAL PROJECTS - FY 2002 - 2005

The FY2001 to 2005 Capital Improvement Plan (CIP) is the proposed schedule for the expenditure of funds to build, replace, and maintain the public facilities used by the citizens of Needham. The Capital Budget is the first year of the CIP and is reflected in 2000 Annual Town Meeting Warrant Articles 31 through 70. In addition, the CIP included other capital project requests for funding in FY2001 or future years. Those projects which were deferred for further consideration are shown in the list below.

DEFERRED AND FUTURE PROJECTS

PROJECT	FY2001-2005 COST	POTENTIAL FUNDING SOURCE	FY2001 [note 1]	YEAR FUNDING INITIALLY REQUESTED FY2002	FY2003	FY2004	FY2005
MUNICIPAL BUILDING MAINTENANCE BOARD							
1. ROOF REPLACEMENTS (EMORY GROVER/LIBRARY POLICE STA/ ELIOT HILLSIDE HIGH ROCK SCHOOL)	975,000	G.0.DEBT	250,000	100,000	325,000	0	300,000
2. MECHANICAL SYSTEMS REPAIR(SCHOOLS DPW)	1,760,000	G.O.DEBT	30,000	360,000	610,000	430,000	330,000
3. EXTERIOR PAINTING (SCHOOL + MUNICIPAL BLDGS)	480,000	G.O.DEBT	0	330,000	50,000	100,000	0
4. HIGH SCHOOL EXTRAORDINARY REPAIRS (windows)	120,000	G.O.DEBT	0	30,000	30,000	30,000	30,000
5. WINDOW REPLACEMENT(EMORY GROVER /HILLSIDE MITCHELL/HIGH ROCK/HILLSIDE/DPW	1,040,000	G.O.DEBT	100,000	125,000	300,000	515,000	0
6. SCHOOL PARKING LOT REPAIRS(HILLSIDE/ POLLARD/NEWMAN	990,000	G.O.DEBT	70,000	590,000	230,000	100,000	0
7. POLLARD BRIDGE RECONSTRUCTION	100,000	AVAIL/FUNDS	100,000	0	0	0	0
8. SCHOOL FLOORING REPLACEMENT	240,000	G. O. DEBT	0	60,000	60,000	60,000	60,000
9. INTERIOR PAINTING (SCHOOL + MUNICIPAL BLDGS)	300,000	G.O. DEBT	0	75,000	75,000	75,000	75,000
0. LIGHT + SOUND SYS REPLACE(NEWMAN AUDI)	240,000	see note 2	0	130,000	110,000	0	0
1. ADA COMPLIANCE - MEMORIAL PARK / POLLARD	60,000	AVAIL/FUNDS	0	10,000	50,000	0	0
SUBTOTAL	**6,305,000**		**550,000**	**1,810,000**	**1,840,000**	**1,310,000**	**795,000**
OLICE DEPARTMENT							
2. MOBILE DATA TERMINALS	130,000	G.O. DEBT	0	0	0	130,000	0
SUBTOTAL	**130,000**		**0**	**0**		**130,000**	**0**
IRE DEPARTMENT							
3. REPLACEMENT OF C-1 (FIRE CHIEF'S CAR)	35,000	AVAIL/FUNDS	0	0	35,000	0	0
4. REPLACEMENT OF C-5 (FIRE ALARM BUCKET TRUCK)	70,000	G.O.DEBT	0	70,000	0	0	0
5. REPLACEMENT OF TURNOUT GEAR	140,000		0	0	0	0	140,000
6. VENTING SYSTEMS (STATIONS #1 AND #2)	90,000	G.O. DEBT	0	0	90,000	0	0
7. REPLACEMENT OF FIRE C-2	45,000	AVAIL/FUNDS	0	0	0	0	45,000
8. REPLACEMENT OF FIRE ENGINE 1	600,000	G.O. DEBT	0	0	0	600,000	0
9. REPLACEMENT OF FIRE ENGINE 3	350,000	G.O.DEBT	0	350,000	0	0	0
SUBTOTAL	**1,330,000**		**0**	**420,000**	**125,000**	**125,000**	**185,000**
EPARTMENT OF PUBLIC WORKS							
). MUNICIPAL PARKING LOT IMPROVEMENTS	190,000	G.O.DEBT (pkng.meter fund)	0	190,000	0	0	0
. DEFAZIO ACCESS RD/PARKING LOT RECONS.	394,000	G.O.DEBT	147,000	247,500	0	0	0
. GEOGRAPHIC INFORMATION SYSTEM	81,000	G.O.DEBT (water/sewer fees)	0	81,000	0	0	0
. VEHICLE EQUIPMENT WASH SYSTEM	TBD	G.O.DEBT (water/sewer fees)		TO BE DETERMINED			
. HANDICAPPED RAMPS	200,000	G.O. DEBT	0	50,000	50,000	50,000	50,000
. LOCAL RD/INTERSECTION RECONSTRUC PROG	4,755,000	G.O.DEBT	155,000	1,000,000	1,100,000	1,200.000	1,300,000
. SIDEWALK REPAIR AND RESURFACING	510,000	G.O. DEBT	0	60,000	125,000	65,000	260,000
. TRAFFIC SIGNAL EQUIPMENT REPLACEMENT	200,000	G.O. DEBT	0	50,000	50,000	50,000	50,000
. TRANSFER TRAILER REPLACEMENT	189,000	RTS FEES	0	45,000	46,500	48,000	49,500
. SCHOOL GROUNDS MAINTENANCE EQUIPMENT	63,000	G.O. DEBT	0	63,000	0	0	0

OTE 1: PROJECTS IN THIS COLUMN WERE PREVIOUSLY PLANNED FOR FY2001 OR EARLIER, BUT ARE BEING DEFERRED FOR FINANCIAL REASONS

OTE 2: A PORTION OF THE NEWMAN PROJECT CAN BE FINANCED WITH THE RESIDUAL BALANCE OF THE $5.75 MILLION NEWMAN RENOVATION UTHORIZATION.

DEFERRED AND FUTURE PROJECTS CONTINUED

PROJECT	FY2000-2005 COST	POTENTIAL FUNDING SOURCE	FY2001 (Note 1)	YEAR FUNDING INITIALLY REQUESTED FY2002	FY2003	FY2004	FY2005
30. STORM DRAINAGE IMPROVEMENTS	TBD	G.O. DEBT		TBD			
31. BROOK AND CULVERT MAINTENANCE PROGRAM	0	AVAIL FUNDS	0	0	0	0	0
32. EPA STORMWATER DISCHARGE PERMIT	TBD	G.O.DEBT		TBD			
33. EPA STORM DRAIN DISCHARGE IMPROVEMENT	TBD	G.O.DEBT		TBD			
34. WASTEWATER SYS REHABILITATION DESIGN	150,000	SEWER FEES	150,000	TBD	TBD	TBD	TBD
35. WASTEWATER SYS REHABILITATION CONSTRUC	TBD			SUBJECT TO ABOVE DESIGN			
36. WASTEWATER PUMPING STA PUMP RÉPLACE PRO	100,000	SEWER FEES	0	25,000	25,000	25,000	25,000
37. WASTEWATER PUMP STATION IMPROVEMENTS	TBD	SEWER FEES	TBD	TBD	TBD	TBD	TBD
38. SPORTSMAN POND CLEAN UP	120,000	G.O. DEBT	120,000	0	0	0	0
39. WATER SYSTEM REHABILITATION PROGRAM	2,675,000	G.O. DEBT (Water fees)	0	485,000	745,000	705,000	740,000
40. WATER SYSTEM - FIRE FLOW IMPROVEMENTS	4,400,000	G.O. DEBT	300,000	2,200,000	1,150,000	750,000	0
41. WATER SYSTEM IMPROVEMENTS -SMALL DIAMETER MAIN REPLACEMENT / WATER MAIN LOOPING	800,000		0	200,000	200,000	200,000	200,000
42. MITCHELL SCHOOL PICKUP/DROP OFF IMPROV.	TBD	G.O.DEBT			TBD		
43. DPW EQUIPMENT REPLACEMENT	3,086,145	G.O.DEBT	348,730	472,792	864,839	902,284	497,500
SUBTOTAL	**17,913,645**		**1,220,730**	**6,390,022**	**4,356,339**	**3,985,284**	**3,172,700**
PARK AND RECREATION							
44. RENOVATION OF CRICKET BUILDING	500,000	G.O.DEBT			50,000	450,000	
45. LANDFILL REUSE	250,000	G.O. DEBT	0	TBA	250,000	0	0
46. ROSEMARY POOL COMPLEX IMPROVEMENTS	1,000,000	G.O.DEBT	0	1,000,000	0	0	0
47. DEFAZIO BASKETBALL COURT CONSTR.	25,000	AVAIL/FUNDS	0	0	25,000	0	0
SUBTOTAL	**1,775,000**		**0**	**1,050,000**	**725,000**	**0**	**0**
LIBRARY							
48. LIBRARY INTERIOR SPACE RENOVATION	9,417,480	STATE AID/ EXCLUDED DEBT	650,000	0	8,767,480	0	0
SUBTOTAL	**9,417,480**		**650,000**	**0**	**8,767,480**	**0**	**0**
FINANCE							
49. TOWNWIDE LOCAL AREA WIDE AREA COMP NET	231,000	G.O. DEBT	0	139,500	68,000	23,500	0
50. UPGRADE OF PUBLIC SAFETY COMPUTER SYS.	120,000	G.O.DEBT	0	0	0	120,000	0
51. TOWN COMPUTER SYSTEM UPGRADE	200,000	G.O.DEBT	0	0	200,000	0	0
52. TOWN FORMS/POSTAGE EQUIPMENT	36,000	G.O.DEBT	0	0	36,000	0	0
SUBTOTAL	**356,000**		**0**	**139,500**	**304,000**	**143,500**	**0**
SELECTMEN							
53. EMERY GROVER BUILDING	5,500,000	EXCLUDED DEBT	0	0	0	500,000	5,000,000
54. NEW TOWN ADMINISTRATION OFFICE BLDG	9,900,000	EXCLUDED DEBT	0	0	0	900,000	9,000,000
55. RENOVATION OF HIGH ROCK SCHOOL	5,500,000	EXCLUDED DEBT	0	350,000	5,200,000	0	0
56. RENOVATION OF TOWN HALL	5,500,000	EXCLUDED DEBT	0	0	500,000	5,000,000	0
57. STEPHEN PALMER RENOVATION	120,000	EXCLUDED DEBT	0	0	0	10,000	110,000
58. POLICE/FIRE DISPATCH CENTER	TBD	G.O.DEBT				TO BE DETERMINED	
SUBTOTAL	**26,450,000**		**0**	**350,000**	**5,700,00**	**6,410,000**	**14,110,000**
SCHOOL DEPARTMENT							
59. WOMEN'S LOCKER ROOM RENOVATION (High S)	221,885	G.O. DEBT	0	20,000	201,885	0	0
60. HIGH SCHOOL MEDIA CENTER REPAIR/EQUIP.	150,000	G.O. DEBT	150,000	0	0	0	0
61. MITCHELL SCHOOL - REPLACEMENT OF CAFÉ TABLES	20,000	G.O. DEBT	20,000	0	0	0	0
SUBTOTAL	**391,900**		**170,000**	**20,000**	**201,885**	**0**	**0**
GRAND TOTAL	**64,069,010**		**2590,730**	**10,179,522**	**22,019,704**	**12,113,784**	**18,262,000**

NOTE 1: PROJECTS IN THIS COLUMN WERE PREVIOUSLY PLANNED FOR FY2001 OR EARLIER, BUT ARE BEING DEFERRED FOR FINANCIAL REASONS

TOTAL AUTHORIZED DEBT WITHIN LEVY, ISSUED AND ESTIMATED

SUMMARY

DEPT	AMOUNT AUTHORIZED	AMOUNT ISSUED	PURPOSE	DATE VOTED	ART #	DATE ISSUED	FY00 Total	FY01 Total	FY02 Total	FY03 Total	FY04 Total	FY05 Total
1. HOSPITAL	735,000	735,000					94,191	31,802	30,634	29,426	28,186	26,906
2. TAX LEVY	12,601,740	9,637,016					1,599,883	2,150,886	2,015,055	1,684,682	1,575,927	1,142,415
3. FEES	21,457,476	19,638,268					2,145,012	2,161,859	2,091,451	1,745,656	1,513,927	1,302,943
TOTAL	34,794,216	30,010,284					3,839,085	4,344,546	4,137,139	3,459,764	3,118,040	2,472,264

1. DEBT SERVICE SUPPORTED BY HOSPITAL ENTERPRISE FUND

DEPT	AMOUNT AUTHORIZED	AMOUNT ISSUED	PURPOSE	DATE VOTED	ART. #	DATE ISSUED	FY00 Total	FY01 Total	FY02 Total	FY03 Total	FY04 Total	FY05 Total
Hospital	420,000	420,000	Renovation	Nov '92	14	Feb '93	61,260	0				
Hospital	315,000	315,000	Renovation	Nov '92	15	Feb '93	32,931	31,802	30,634	29,426	28,186	26,906
TOTAL.HOSP	735,000	735,000					94,191	31,802	30,634	29,426	28,186	26,906

2. DEBT SERVICE SUPPORTED BY TAX LEVY

DEPT	AMOUNT AUTHORIZED	AMOUNT ISSUED	PURPOSE	DATE VOTED	ART. #	DATE ISSUED	FY00 Total	FY01 Total	FY02 Total	FY03 Total	FY04 Total	FY05 Total
DPW	88,000	88,000	Building Repairs	May'92	36	Feb'93	8,863	8,549	9,805	14,957	0	
Town Hall	225,000	225,000	Building Repairs	May'92	37	Feb'93	20,323	19,567	18,786	17,978	0	
School	177,000	177,000	Oil Tank Replac.	May'92	35	Feb'93	28,119	11,348	14,027	9,314	0	
Newman	100,000	100,000	Renovation	Nov'92	13	Sep'93	11,755	11,388	11,005	10,610	10,205	0
Town Hall/Police	339,240	339,240	Hardware	May'93	19	Sep'93	39,878	38,631	37,333	35,993	34,619	0
School	130,000	130,000	Hardware	May'93	21	Sep'93	15,282	14,804	14,307	13,793	13,267	0
Fire	425,000	425,000	Fire Truck	May'92	39	May '96	58,648	56,668	49,620	47,760	45,860	43,940
DPW	50,000	50,000	Traffic Lights	May'94	38	May '96	10,895	10,455	0			
MIS	80,000	80,000	Computers	May'94	35	May '96	12,315	11,875	11,420	10,955	10,480	0
Landfill	50,000	50,000	Engineering	May'88	19	May '96	10,895	10,455	0			
High School	250,000	250,000	Boilers	May'95	6	May '96	54,475	52,275	0			
DPW	209,000	209,000	Equipment	May'95	36	May '96	43,580	41,820	0			
Pollard	457,000	457,000	HVAC	May'95	46	May '96	59,850	57,870	55,823	53,730	51,593	49,433
Newman	128,000	128,000	Grounds	May'95	32	May '96	27,238	26,138	0			
Hillside School	100,000	100,000	Parking	May'95	34	May '96	21,790	20910	0			
Newman	527,000	527,000	Renovation	May'95	30	May '96	71,948	69,528	62,025	59,700	57,325	54,925
storm drain	30,000	30,000	Storm Drains	May '93	26	June '97	6,756	6,510	6,258	0		
storm drain	30,000	30,000	Storm Drains	May '94	41	June '97	6,756	6,510	6,258	0		
Schools	160,000	160,000	Newman HVAC	May'95	30	June '97	17,127	16,676	16,214	22,741	28,949	27,824
Schools	500,000	500,000	High School ADA	Oct 96	11	June '97	111,474	107,414	103,257	0		
Schools	113,000	113,000	Pollard ADA	May '96	31	June '97	27,720	26,695	15,645	0		
Fire	35,000	35,000	Command vehicle	May '96	34	June '97	7,882	7,595	7,301	0		
Public Safety	180,000	180,000	Dispatching Equip.	May '96	38	June '97	40,536	39,060	37,548	0		
MBMB	118,000	118,000	Building Repairs	May '96	40	June '97	26,938	25,954	22,946	0		
DPW	264,600	264,600	Equipment	May '96	41	June '97	59,635	57,462	54,236	0		
DPW	60,000	60,000	Sidewalk Tractor	May '96	42	June '97	13,512	13,020	12,516	0		
Park and Rec.	87,000	87,000	Pollard/Greene's Field	May '96	44	June '97	19,967	19,229	11,473	0		
Schools	360,000	360,000	Newman HVAC	May '96	5	June '97	32,476	31,738	30,982	72,208	61,568	59,228
Schools	223,000	223,000	Modular Classrooms	Feb '97	2	June '97	30,793	29,850	28,884	33,895	33,619	22,269
Schools	15,000	15,000	Mitchell School Roof Design	Feb '97	3	June '97	3,249	3,126	0			
Fire	36,000	36,000	Base Radio Station	Feb '97	4	June '97	7,882	7,595	7,301	0		
DPW	35,000	35,000	Sidewalk Ramps	May'94	37	June '98	8,085	7,819	7,550	7,277	0	
DPW	25,000	25,000	Sidewalk Repair	May'95	47	June '98	5,775	5,585	5,393	5,198	0	
DPW	25,000	25,000	Sidewalk Reconstruction	May '96	43	June '98	5,775	5,585	5,393	5,198	0	
Finance	60,000	60,000	Computer Upgrade	May '97	37	June '98	13,860	13,404	12,942	12,474	0	
DPW	84,000	84,000	Equipment Replacement	May '97	39	June '98	19,596	18,950	18,295	16,632	0	
MBMB	197,000	197,000	Mitchell School Roof	Jun '97	33	June '98	22,824	28,216	27,369	22,511	98,800	0
Selectmen	80,000	80,000	Chestnut St. Lot Design	Nov. '97	16	June '98	18,356	26,748	10,785	10,395	0	
MBMB	50,000	50,000	H. S. Roof Design	Nov. '97	11	June '98	11,545	11,165	20,780	0	0	
DPW	60,000	60,000	Sidewalk Tractor	Jun '97	40	June '98	13,860	13,404	12,942	12,474	0	
Schools	200,000	200,000	Technology Plan	May '98	28	June '99	50,100	47,800	45,600	43,600	41,600	0
MBMB	805,000	805,000	H.S. Roof Construction	May '98	39	June '99	81,263	78,675	76,200	73,950	71,700	144,900
MBMB	274,000	274,000	DPW Roof Replacment	May '98	40	June '99	41,893	41,225	39,575	38,075	36,575	30,375
MBMB	200,000	200,000	Hillside Boiler Replacment	May '98	41	June '99	50,100	47,800	45,600	43,600	41,600	0
MBMB	60,000	60,000	Elementary School Roof Repairs	May '98	42	June '99	18,088	17,225	11,400	10,900	10,400	0
MBMB	210,000	210,000	H.S. Exterior Repairs	May '98	45	June '99	55,663	53,075	45,600	43,600	41,600	0
DPW	50,000	50,000	Handicapped Ramps - sidewalks	May '98	50	June '99	12,525	11,950	11,400	10,900	10,400	0
DPW	191,200	191,200	Equipment (vehicles)	May '98	51	June '99	50,919	47,350	45,150	38,150	36,400	0
DPW	65,000	65,000	Sidewalk repair/resurfacing	May '98	54	June '99	18,338	17,475	16,650	10,900	10,400	0
Finance	55,000	55,000	Police/Fire Computer Upgrade (AS400)	May '98	65	June '99	17,813	11,950	11,400	10,900	10,400	0
Fire	300,000	300,000	Replace Fire Engine 2	May '98	67	June '99	44,025	42,300	40,650	39,150	37,650	36,450
DPW	496,276	496,276	Storm Drain Master Plan (WPAT)	May '98	7	Oct. '99	0	21,631	21,655	21,691	21,728	21,765
MBMB	171,900	171,900	Roof - High School Gym	Nov '98	14	June '99	30,084	26,925	25,825	24,825	18,825	18,225
Selectmen	395,800	395,800	Chestnut Street Lot Construction	Nov '98	15	June '99	100,846	95,400	91,000	87,000	78,000	0
	9,637,016	9,637,016					1,599,883	1,552,389	1,294,121	993,033	913,562	609,333

DEPT	AMOUNT AUTHORIZED BUT UNISSUED	ESTIMATED AMOUNT TO BE ISSUED	PURPOSE	DATE VOTED	ART. #	DATE ISSUED	FY00 Total	FY01 Total	FY02 Total	FY03 Total	FY04 Total	FY05 Total
AUTHORIZED LEVY SUPPORTED DEBT, NOT ISSUED (estimated)												
Schools	37,000		Pollard ADA	May '96	31		unissued balance a candidate for recission					
MBMB	13,000		Mitchell School Roof	Jun '97	33		unissued balance a candidate for recission					
Health	200,000	100,000	Community Septic Mgmt. (WPAT)	Jun '97	64		0	5,000	5,000	5,000	5,000	5,000
DPW	131,724	88,000	Storm Drain Master Plan (WPAT)	May '98	7		0	32,931	31613.76	$30,297	$28,979	$27,662
MBMB	55,000		H.S. Roof Construction	May '98	39		unissued balance a candidate for recission					
MBMB	1,000		DPW Roof Replacment	May '98	40		0	155	150	144	139	133
DPW	4,800		Equipment (vehicles)	May '98	51		unissued balance a candidate for recission					
Selectmen	250,000	250,000	Townwide Telephone System	May '98	64		0	38,750	37,375	36,000	34,625	33,250
Finance	5,000		Police/Fire Computer Upgrade (AS400)	May '98	65		0	1,250	1,200	1,150	1,100	1,050
MBMB	1,000		Roof - High School Gym	Nov '98	14		0	155	150	144	139	133
Selectmen	29,200		Chestnut Street Lot Construction	Nov '98	15		0	4,526	4,365	4,205	4,044	3,884
PPBC	365,000		Mitchell School Boiler	May '99	34		0	91,250	87,600	83,950	80,300	76,650
PPBC	255,000		Pollard HVAC	May '99	35		0	63,750	61,200	58,650	56,100	53,550
PPBC	20,000		New Elementary School Design	May '99	45		0	1,500	5,000	4,800	4,600	4,400
PPBC	400,000		Broadmeadow Design	May '99	46		0	30,000	100,000	96000	92000	88000
Schools	263,000		School Technology Plan	May '99	47		0	65,750	63,120	60,490	57,860	55,230
DPW	680,000		Road and Intersection Reconstruction	May '99	51		0	170,000	163,200	156,400	149,600	142,800
DPW	100,000		Henderson Street Reconstruction	May '99	52		0	25,000	24,000	23,000	22,000	21,000
Fire	154,000		Fire Rescue Vehicle Replacement	May '99	64		0	38,500	36960	35420	33880	32340
PPBC	400,000		Eliot School Design	Nov '99	6		0	30,000	100,000	96000	92000	88000
	2,964,724						0	598,617	720,933	691,649	682,365	633,082
TOTAL LEVY	**12,601,740**	**9,637,016**					**1,599,883**	**2,150,886**	**2,015,055**	**1,684,682**	**1,575,927**	**1,142,415**

3. DEBT SUPPORTED BY FEES

DEPT	AMOUNT AUTHORIZED	AMOUNT ISSUED	PURPOSE	DATE VOTED	ART. #	DATE ISSUED	FY00 Total	FY01 Total	FY02 Total	FY03 Total	FY04 Total	FY05 Total
Sewer	225,000	225,000	Mains Const.	May '88	22	Oct, '91	25,639	24,390	23,130			
Sewer	125,000	125,000	Mains Const.	May '89	22	Feb '93	21,027	20,274	29,153	25,198	0	
Sewer	135,000	135,000	Rehabilitation	May '89	21	Feb '93	21,875	21,079	28,902	20,506	0	
Sewer	393,951	393,951	Rehab. (WPAT)	May '91	40	Feb '93	23,428	23,813	24,216	24,640	25,083	25,550
Sewer	115,000	115,000	Rehabilitation	May '89	21	Sep, '93	13,517	13,096	12,656	12,201	11,736	0
Sewer	50,000	50,000	Mains Const.	May '89	22	Sep, '93	5,878	5,694	5,503	5,305	5,103	0
Sewer	238,725	238,725	MWRA Loan	Nov '94	2	May'95	47,745	0				
Sewer	650,000	650,000	Great Plain Sta.	May '95	37	May 96	86,450	83,590	80,633	77,610	74,523	71,403
Sewer	250,000	250,000	Rehabilitation	May '93	22	May 96	33,250	32,150	31,013	29,850	28,663	27,463
Sewer	250,000	250,000	Rehabilitation	May '92	31	May 96	33,250	32,150	31,013	29,850	28,663	27,463
Sewer	20,000	20,000	Cooks Bridge Sta.	May '94	42	May 96	5,220	0				
Sewer	600,000	600,000	Rehabilitation	May '94	40	May 96	79,800	77,160	74,430	71,640	68,790	65,910
Sewer	553,300	553,300	MWRA Loan	May '96	48	Aug. 96	82,995	82,995	82,995	0		
Sewer	50,000	50,000	Rehabilitation design	May '96	49	June '97	11,260	10,850	10,430	0		
Sewer	100,000	100,000	EPA Stormwater Investigation	May '96	50	June '98	13,550	13,170	12,785	12,395	52,000	0
Sewer	106,500	106,500	Equipment Replacement	Jun '97	39	June '98	24,166	23,364	19,868	19,149	0	
Sewer	143,500	143,500	Sewer Rehab Design	May '97	47	June '98	34,458	33,318	27,163	26,188	5,200	0
Sewer	350,000	350,000	West St. Pump Sta. Design	Feb. '97	5	June '98	80,850	78,190	75,495	72,765	0	
Sewer	243,300	243,300	Sewer Master Plan (WPAT)	Oct. 96	7	Nov. 98	9,577	10,939	10,950	10,971	10,987	11,001
Sewer	91,400	91,400	Rehabilitation Design (Area 19-1) (WPAT)	Oct. 96	8	Nov. 98	3,643	4,079	4,108	4,141	4,171	4,101
Sewer	133,500	133,500	Sewer Rehab (Webster St.) (WPAT)	May '97	42	Nov. 98	4,725	5,369	5,413	5,393	5,439	5,416
Sewer	42,000	42,000	Sewer Rehab (Webster St. Drain) (WPAT)	May '97	44	Nov. 98	2,169	2,464	2,485	2,475	2,497	2,486
Sewer	1,380,400	1,380,400	Sewer Rehabilitation (Area 19-1) (WPAT)	May '97	46	Nov. 98	54,202	62,000	62,029	62,111	62,274	62,316
Sewer	1,076	1,076	Sewer Master Plan (WPAT)	Oct. 96	7	June '99	1,138	0	0	0	0	0
Sewer	25,500	25,500	Rehabilitation Design (Area 19-1) (WPAT)	Oct. 96	8	June '99	6,791	5,975	5,700	5,450	5,200	0
Sewer	44,500	44,500	Sewer Rehab (Webster St.)	May '97	42	June '99	11,796	11,750	11,200	10,700	5,200	0
Sewer	1,939,000	1,939,000	West Street Pump Sta. Rehab	May '98	58	June '99	151,891	154,499	150,924	152,674	154,174	151,174
Sewer	881,800	881,800	West St. Force Main/Interceptor Const.	May '98	59	June '99	69,031	70,690	69,040	67,540	71,040	69,640
Sewer	99,500	99,500	Equipment Replacement	May '98	51	June '99	29,609	23,700	22,600	21,600	15,600	0
TOTAL SEWER	9,237,952	9,237,952					988,928	926,748	913,830	770,350	636,341	523,921
Water	191,000	191,000	Rehabilitation	May '88	24	Oct, '91	21,764	20,704	19,635	0		
Water	400,000	400,000	Rehabilitation	May '89	24	Oct, '91	54,749	52,113	60,035	0		
Water	300,000	300,000	Rehabilitation	May '91	41	Feb '93	44,147	71,878	35,111	32,205	0	
Water	200,000	200,000	Rehabilitation	May '91	41	Sep, '93	25,484	24,680	23,843	22,979	16,496	0
Water	500,000	500,000	Rehabilitation	May '92	34	Sep, '93	63,711	61,701	59,608	57,448	41,240	0
Water	500,000	500,000	Rehabilitation	May '94	43	May 96	66,500	64,300	62,025	59,700	57,325	54,925
Water	200,000	200,000	Rehabilitation	May '93	25	May 96	26,600	25,720	24,810	23,880	22,930	21,970
Water	185,000	185,000	Water Master Plan	Oct. 96	8	June '97	42,573	41,015	34,419	0		
Water	335,000	335,000	Treatment Plant	May '96	47	June '97	75,442	72,695	69,881	0		
Water	66,000	66,000	Equipment Replacement	May '97	39	June '98	15,867	15,339	12,488	12,037	0	
Water	37,592	37,592	MWRA Water Loan/Grant Program	Nov. '97	18	May, '99	7,518	7,518	7,518	7,518	7,518	0
Wate	2,665,000	2,665,000	Treatment Plant	May '96	47	June '99	212,716	212,829	212,879	208,129	208,379	209,379
Water	79,500	79,500	Equipment Replacement	May '98	51	June '99	23,546	17,925	17,100	16,350	15,600	0
Water	3,090,000	3,090,000	Treatment Plant	Nov. '97	18	June '99	243,058	242,595	242,095	246,845	241,095	241,495
TOTAL WATER	8,749,092	8,749,092					923,675	931,011	881,448	687,091	610,583	527,769
RTS	135,000	135,000	Recycling Exp.	Nov. 95	6	May 96	19,217	18,558	17,875	17,178	11,465	10,985
RTS	318,000	318,000	Recycling Exp.	May 93	27	May 96	39,900	38,580	37,215	35,820	34,395	32,955
RTS	225,000	225,000	Transfer Sta.Roads	Nov. 95	7	May 96	32,048	30,948	24,810	23,880	22,930	21,970
RTS	807,000	807,000	Recycing Expan.	Nov '95	5	June '97	92,752	90,251	105,689	116,292	112,200	118,015
RTS	31,000	31,000	Transfer Trailer Replacement	May '96	51	June '97	6,756	6,510	6,258	0		
RTS	25,000	25,000	Transfer Trailer Replacement	Jun '97	53	June '98	5,775	5,585	5,393	5,198	0	
RTS	9,000	9,000	Recycling Exp, Contingency	Nov. '97	17	June '99	4,505	5,275	0			0
RTS	87,800	87,800	Container Roll Off Truck	May '98	51	June '99	27,311	23,200	17,100	16,350	15,600	
RTS	13,424	13,424	Transfer Trailers	May '98	62	June '99	4,146	5,525	5,250	0		
TOTAL RTS	1,851,224	1,851,224					232,408	224,431	219,589	214,717	196,590	183,925
TOTAL ISSUED	**19,638,268**	**19,638,268**					**2,145,012**	**2,082,190**	**2,014,867**	**1,672,157**	**1,443,514**	**1,238,615**

AUTHORIZED FEE SUPPORTED DEBT, NOT ISSUED (estimated)

DEPT	AMOUNT AUTHORIZED BUT UNISSUED	ESTIMATED AMOUNT TO BE ISSUED	PURPOSE	DATE VOTED	ART. #	DATE ISSUED	FY00 Total	FY01 Total	FY02 Total	FY03 Total	FY04 Total	FY05 Total
Sewer	5,624		Sewer Master Plan (WPAT)	Oct. 96	7		unissued balance a candidate for recission					
Sewer	58,100		Rehabilitation Design (Area 19-1) (WPAT)	Oct. 96	8		unissued balance a candidate for recission					
Sewer	39,000		Sewer Rehab (Webster St.)	May '97	42		unissued balance a candidate for recission					
Sewer	399,600	46,000	Sewer Rehabilitation (Area 19-1) (WPAT)	May '97	46			11,500	11,040	10,580	10,120	9,660
Sewer	6,500		Sewer Rehab Design	May '97	47		unissued balance a candidate for recission					
Sewer	311,000	30,000	West Street Pump Sta. Rehab	May '98	58			7,500	7,200	6,900	6,600	6,300
Sewer	312,700	1,200	West St. Force Main/Interceptor Const.	May '98	59			300	288	276	264	252
Sewer	2,500		Equipment Replacement	May '98	51		unissued balance a candidate for recission					
Sewer	125,000		Newman/Carol Rd. and Frank St. Design	May '99	59		0	31,250	30,000	28,750	27,500	26,250
	1,260,024						0	50,550	48,528	46,506	44,484	42,462
Water	507,408	145,000	Treatment Plant	Nov. '97	18			22,475	21,678	20,880	20,083	19,285
Water	2,000		Equipment Replacement	May '98	51		unissued balance a candidate for recission					
	507,408						0	22,475	21,678	20,880	20,083	19,285
RTS	23,000		Recycling Exp, Contingency	Nov. '97	17		unissued balance a candidate for recission					
RTS	26,576		Transfer Trailers	May '98	62			6,644	6,378	6,112	5,847	5,581
RTS	2,200		Container Roll Off Truck	May '98	51		unissued balance a candidate for recission					
	51,776						0	6,644	6,378	6,112	5,847	5,581
SUBTOTAL UNISSUED	**1,819,208**						**0**	**79,669**	**76,584**	**73,498**	**70,413**	**67,328**
TOTAL FEE	**21,457,476**	**19,638,268**					**2,145,012**	**2,161,859**	**2,091,451**	**1,745,656**	**1,513,927**	**1,302,943**

DEBT AUTHORIZED OUTSIDE LEVY LIMIT

DEPT	AMOUNT AUTHORIZED	AMOUNT ISSUED	PURPOSE	DATE VOTED	ART. #	DATE ISSUED	FY00 Total	FY01 Total	FY02 Total	FY03 Total	FY04 Total	FY05 Total
Fire	98,000	98,000	Renovation #2	May'89	59	Oct' 91	11,798	11,193	0			
Schools	6,444,000	6,444,000	Pollard	May'92	29	Feb'93	809,742	814,878	817,344	474,265	79,189	75,594
Schools	3,800,000	3,800,000	Newman	Nov. 96	10	June '97	476,160	477,425	477,725	482,030	485,090	486,865
Schools	1,500,000	880,000	Newman	Nov. 96	10	June '98	467,100	0	0			
Landfill	1,285,000	1,285,000	Closure	May 97	54	June '98	665,668	36,348	0			
Landfill	472,000	472,000	Closure	May 97	54	June '99	263,553	247,925				
Schools	340,000	340,000	Newman	Nov. 96	10	June '99	133,438	126,825	115,500	0		
	13,127,000	**12,507,000**					**2,827,457**	**1,714,593**	**1,410,569**	**956,295**	**564,279**	**562,459**
			H.S Reimbursement				*514,249*	*514,249*	*514,249*	*514,249*	514,249	0
			Pollard Reimbursement				*508,520*	*508,520*	*508,520*	*508,520*	*508,520*	*508,520*
							1,804,688	**691,824**	**387,800**	**(66,474)**	**(458,490)**	**53,939**

TRANSFERS FROM FINANCE COMMITTEE RESERVE FUND TO APPROPRIATION ACCOUNTS

July 1, 1998 - June 30, 1999

(Transfers have been summarized below by department. These amounts are included in the departmental EXPENDED FY 1999 column of the Operating Budget section)

REQUESTS	AMOUNT
Board of Selectmen	$ 19,500
Legal	35,000
Personnel Board	275
Police	138,537
DPW - Snow & Ice	93,383
Municipal Building Maintenance Board	99,000
Board of Health	700
Planning Board	7,688
Total	$ 394,083

GENERAL GOVERNMENT SALARY AND STAFFING SCHEDULE
Of Funded Full-Time Equivalent Positions
(Excludes Summer/Seasonal Positions)

TITLE	GRADE	FUNDED FY 98	FUNDED FY 99	FUNDED ANNUALIZED FY2000	SALARY RANGE
GENERAL GOVERNMENT					
Board of Selectmen					
Town Administrator	NA	1.00	1.00	1.00	$89,700
Sr. Administrative Coordinator	SS-5	1.00	0.00	0.00	$30,474-38,852
Assistant to Town Administrator	NR-3	0.00	1.00	1.00	$31,359-41,815
Department Assistant 1	TS-1	1.13	1.13	1.13	$19,736-25,994
Department Assistant 2	TS-2	0.34	0.48	0.67	$23,165-29,503
Asst. Town Admin/Personnel Dir.	M-3	1.00	1.00	1.00	$55,543-69,604
Administrative Assistant	SS-3	1.00	1.00	1.00	$25,155-33,014
Administrative Specialist	SS-4	1.00	1.00	1.00	$28,999-36,963
Subtotal:		***6.47***	***6.61***	***6.80***	
Town Clerk					
Town Clerk	Elected	1.00	1.00	1.00	$61,356
Assistant Town Clerk	NR-3	0.00	1.00	1.00	$31,359-41,815
Assistant Town Clerk	TS-4	1.00	0.00	0.00	$29,000-36,963
Department Assistant 2	TS-2	2.00	2.00	2.00	$23,165-29,503
Department Assistant 1	SS-1	0.24	0.24	0.00	$19,736-25,994
Subtotal:		***4.24***	***4.24***	***4.00***	
Legal					
Town Counsel	Sch C				$53,176.39
Personnel Board					
Recording Secretary	Sch C				$13.73/hour
FINANCE					
Assessors					
Administrative Assessor	M-2	1.00	1.00	1.00	$51,388-64,424
Asst. Administrative Assessor	PT-4	1.00	1.00	1.00	$35,088-45,844
Administrative Coordinator	TS-4	1.00	1.00	1.00	$29,000-36,963
Department Specialist	TS-3	2.00	2.00	2.00	$25,155-33,014
Department Assistant 2	TS-2	1.00	1.00	1.00	$23,165-29,503
Subtotal:		***6.00***	***6.00***	***6.00***	
Finance Department					
Finance Director	M-4	1.00	1.00	1.00	$63,937-80,089
Parking Clerk	Sch C				$4,000
Subtotal		***1.00***	***1.00***	***1.00***	
Accounting					
Town Comptroller	M-2	1.00	1.00	1.00	$51,388-64,424
Administrative Specialist	TS-4	2.00	2.00	2.00	$29,000-36,963
Department Specialist	TS-3	0.80	0.80	0.80	$25,155-33,014
Subtotal		***3.80***	***3.80***	***3.80***	

TITLE	GRADE	FUNDED FY98	FUNDED FY99	FUNDED FY2000	ANNUALIZED SALARY RANGE
Data Processing					
Director	M-3	1.00	1.00	1.00	$55,543-69,604
Senior Systems Analyst	PT-6	1.00	1.00	0.00	$40,923-53,467
Network Administrator	PT-6	0.00	0.00	1.00	$40,923-53,467
GIS Administrator	PT-5	0.00	0.00	1.00	$39,266-50,508
Systems Analyst	PT-3	1.00	1.00	0.00	$30,595-40,795
Programmer/Computer Operator	PT-3	1.00	1.00	1.00	$30,595-40,795
Computer Operator	PT-1	1.00	1.00	1.00	$25,503-33,723
Technical Support Specialist	PT-3	0.00	0.00	1.00	$30,595-40,795
Department Specialist	TS-3	1.16	1.16	0.20	$24,542-32,209
PC Specialist	Sch C				$28.43 /hour
Subtotal		*6.16*	*6.16*	*6.20*	
Treasurer					
Treasurer/Collector	M-2	1.00	1.00	1.00	$51,388-64,424
Assistant Treasurer/Collector	NR-5	1.00	1.00	1.00	$39,266-50,508
Department Specialist	TS-3	2.00	2.00	2.00	$25,155-33,014
Department Specialist	SS-3	0.30	0.30	0.40	$25,155-33,014
Department Assistant 2	TS-2	1.00	1.00	1.00	$23,165-29,503
Department Assistant 1	SS-1	0.47	0.47	0.47	$19,736-25,994
Sub Total:		*5.77*	*5.77*	*5.87*	
Finance Committee					
Finance Comm. Exec. Secretary	Sch C				$24,861
Retirement					
Senior Administrative Coordinator	TS-5	1.00	1.00	1.00	$30,475-38,852
Department Specialist	TS-3	1.00	1.00	1.00	$25,155-33,014
Subtotal:		*2.00*	*2.00*	*2.00*	
PUBLIC SAFETY					
Police Department					
Chief	Contract	1.00	1.00	1.00	$83,963
Lieutenant	P-4	3.00	3.00	3.00	$48,726-61875
Sergeant	P-2	8.00	8.00	8.00	$41,677-48,429
Police Officer	P-1	35.00	35.00	37.00	$32,510-39,195
COPS FAST Officer	P-1	1.00	1.00	0.00	$32,510-39,195
Animal Control Officer	PB-1	1.00	1.00	1.00	$29,326-38,915
Administrative Specialist	TS-4	1.00	1.00	1.00	$29,000-36,963
Maintenance Worker/Custodian	NR-1	1.00	1.00	1.00	$26,141-34,566
Department Assistant 2	TS-2	2.00	2.00	2.00	$23,165-29,503
Public Safety Dispatcher	NR-1	5.00	5.00	3.00	$26,141-34,566
Parking Enforcement Attendant	SS-2	0.93	1.00	1.00	$23,165-29,504
Traffic Supervisor	Sch C				
Subtotal:		*58.93*	*59.00*	*58.00*	
Fire Department					
Fire Chief	M-5	1.00	1.00	1.00	$72,113-90,365
Deputy Fire Chief Operations	F-4	1.00	1.00	1.00	$53,374-63,496

TITLE	GRADE	FUNDED FY 98	FUNDED FY 99	FUNDED FY2000	ANNUALIZED SALARY RANGE
Deputy Fire Chief	F-4	4.00	4.00	4.00	$50,961-56,048
Fire Captain	F-3	2.00	2.00	2.00	$47,508-48,992
Fire Lieutenant	F-2	6.00	6.00	6.00	$40,984-45,073
Firefighter	F-1	53.00	53.00	52.00	$32,947-39,195
Asst., Super., Fire Alarm	FA-2	1.00	1.00	1.00	$38,626-46,461
Management Analyst	PT-5	1.00	1.00	1.00	$39,266-50,508
Administrative Assistant	TS-3	1.00	1.00	1.03	$25,155-33,014
Public Safety Dispatcher	NR-1	0.00	0.00	4.00	$26,141-34,566
Public Safety Dispatch Super.	NR-4	0.00	0.00	1.00	$35,088-45,844
Dir. Emergency Mgmt.	Sch C				$2,000
Asst. Dir. Emergency Mgmt.	Sch C				$1,500
Subtotal:		***70.00***	***70.00***	***74.03***	
Building					
Inspector of Buildings	M-2	1.00	1.00	1.00	$51,388-64,424
Plumbing & Gas Inspector	NR-4	0.53	0.53	0.53	$35,088-45,844
Wiring Inspector	NR-4	0.53	0.53	0.53	$35,088-45,844
Local Building Inspector	NR-5	1.00	1.00	1.00	$39,266-50,508
Sealer of Weights and Measures	NR-4	0.25	0.25	0.25	$35,088-45,844
Administrative Specialist	TS-4	1.00	1.00	1.00	$29,000-36,963
Department Assistant 2	TS-2	1.00	1.00	1.00	$23,165-29,503
Building Inspector Substitute	Sch C				$15.81/hour
Plumbing & Gas Inspector Sub.	Sch C				$41.00 (per diem) $12.00 (per inspection)
Wire Inspector Substitute	Sch C				$41.00 (per diem) $12.00 (per inspection)
Subtotal:		***5.31***	***5.31***	***5.31***	
PUBLIC FACILITIES					
Department of Public Works					
Director	M-5	1.00	1.00	1.00	$72,113-90,365
Town Engineer	M-3	1.00	1.00	1.00	$55,543-66,289
Division Super. Highway	M-2	1.00	1.00	1.00	$51,388-61,357
Division Super. Parks	M-2	1.00	1.00	1.00	$51,388-61,357
Division Super. Water & Sewer	M-3	1.00	1.00	1.00	$55,543-66,289
Garage & Equipment Supervisor	M-1	1.00	1.00	1.00	$44,183-52,741
Program Manager/Landfill	M-3	1.00	1.00	1.00	$55,543-66,289
Assistant Town Engineer	NR-6	1.00	1.00	1.00	$40,923-53,467
Dir. of Administrative Services	NR-5	1.00	1.00	1.00	$39,266-50,508
Assistant Superintendent	NR-5	4.00	5.00	5.00	$39,266-50,508
Water Treatment Facility Mgr.	NR-5	0.00	1.00	1.00	$39,266-50,508
Civil Engineer	NR-4	0.00	1.00	1.00	$35,088-45,844
Senior Draftsman	NR-2	2.00	2.00	2.00	$30,096-39,320
Survey Party Chief	NR-3	2.00	2.00	2.00	$31,359-41,815
Senior Administrative Coordinator	TS-5	1.00	1.00	1.00	$30,475-38,852
Department Specialist	TS-3	2.00	2.00	2.00	$25,155-33,014
Department Assistant 2	TS-2	1.00	1.00	1.00	$23,165-29,503
Master Mechanic	W-9	1.00	1.00	1.00	$15.43-17.89.hour

TITLE	GRADE	FUNDED FY 98	FUNDED FY 99	FUNDED FY2000	ANNUALIZED SALARY RANGE
Working Foreman	W-8	9.00	8.00	8.00	$14.98-17.37/hour
Equipment Mechanic 1	W-6	1.00	1.00	1.00	$13.94-16.12/hour
Equipment Mechanic 2	W-7	2.00	2.00	2.00	$14.53-16.73/hour
Public Works Inspector	W-7	1.00	2.00	2.00	$14.53-16.73/hour
HMEO 1	W-5	12.00	9.00	9.00	$13.41-15.56/hour
HMEO 2	W-6	1.00	2.00	2.00	$13.94-16.12/hour
Craftsworker 1	W-5	12.50	11.50	12.00	$13.41-15.56/hour
Craftsworker 2	W-6	5.00	6.00	6.00	$13.94-16.12/hour
Tree Climber	W-6	2.00	2.00	2.00	$13.94-16.12/hour
Chief Pumping Station Operator	W-7	3.00	1.00	1.00	$14.53-16.73/hour
Pumping Station Operator	W-6	1.00	3.00	3.00	$13.94-16.12/hour
Public Works Specialist	W-6	1.00	1.00	1.00	$13.94-16.12/hour
Weighmaster	W-4	0.50	1.00	1.00	$12.91-14.98/hour
Laborer 1	W-1	5.00	6.00	1.00	$11.65-13.41/hour
Laborer 2	W-3	4.00	2.00	7.00	$12.45-14.53/hour
Laborer 3	W-4	2.00	2.00	2.00	$12.91-14.98/hour
Subtotal:		***84.00***	***84.5***	***85.0***	
Municipal Building Maintenance Board					
Director	M-4	1.00	1.00	1.00	$63,937-80,089
Supervisor of Custodial Services	NR-5	1.00	1.00	1.00	$39,266-50,508
Senior Program Manager	M-3	0.00	1.00	0.00	$55,543-66,289
Administrative Specialist	TS-4	1.00	1.00	1.00	$29,000-36,963
Department Specialist	TS-3	0.53	0.53	0.53	$25,155-33,014
Senior Building Custodian	T-10	2.22	2.00	2.00	$26,140-34,493
Building Custodian	T-7	1.00	1.00	0.00	$20,892-27,532
Jr. Building Custodian	T-5	0.73	0.30	0.00	$18,643-24,550
Senior Custodian 1	BC-2	11.00	11.00	9.00	$28,209-33,195
Senior Custodian 2	BC-3	0.00	0.00	1.00	$29,622-34,858
Junior Custodian	BC-1	24.25	23.75	27.3	$25,600-30,125
Warehouse Person	BT-5	1.00	1.00	1.00	$29,894-35,178
General Maintenance	AC-3	3.00	3.00	2.00	$27,130-31,956
HVAC Technician	BT-3	1.00	1.00	1.00	$36,181-42,576
Carpenter	BT-2	1.00	1.00	1.00	$32,884-38,696
Craftsworker	BT-2	1.00	1.00	2.00	$32,884-38,696
Plumber	BT-3	1.00	1.00	1.00	$36,181-42,576
Electrician	BT-3	1.00	1.00	1.00	$36,181-42,576
Building Monitor	*Sch C*				
Subtotal:		***51.73***	***51.58***	***51.83***	
Permanent Public Building Comm.					
Bldg. Construction/Renov. Mgr.	M-3	1.00	1.00	1.00	$55,543-69,605
Committee Secretary	SS-3	0.25	0.25	0.25	$25,155-33,014
Subtotal:		***1.25***	***1.25***	***1.25***	
HUMAN SERVICES					
Board of Health					
Director	M-3	1.00	1.00	1.00	$55,543-69,604
Environmental Health Agent	PT-5	1.00	1.00	1.00	$39,266-50,508
Nutritionist	PT-3	0.60	0.60	0.60	$31,359-41,815

TITLE	GRADE	FUNDED FY 98	FUNDED FY 99	FUNDED FY2000	ANNUALIZED SALARY RANGE
Public Health Nurse	PT-5	1.17	1.17	1.17	$39,266-50,508
Administrative Specialist	TS-4	1.00	1.00	1.00	$29,000-36,963
Department Assistant 2	SS-1	0.00	0.28	0.40	$23,165-29,503
Animal Inspector	Sch C				$2,000
Seasonal Packer/Driver	Sch C				$9.70/hour
Recording Secretary	Sch C				$13.73/hour
Subtotal:		***4.77***	***5.05***	***5.17***	
Veterans Services					
Director	M-1	0.53	0.53	0.53	$44,183-55,378
Department Specialist	TS-3	0.53	0.53	0.53	$25,155-33,014
Subtotal:		***1.06***	***1.06***	***1.06***	
Youth Commission					
Director	M-2	1.00	1.00	1.00	$51,388-64,424
Social Worker	PT-3	1.80	1.80	2.00	$31,359-41,815
Administrative Assistant	TS-3	0.40	0.40	0.80	$25,155-33,014
Subtotal:		***3.20***	***3.20***	***3.80***	
Council on Aging					
Executive Director	M-2	1.00	1.00	1.00	$51,388-64,424
Associate Director	PT-4	1.00	1.00	1.00	$35,088-45,844
Outreach Worker	PT-2	1.00	0.25	0.25	$30,096-39,320
Social Worker	PT-3	0.00	1.00	1.00	$31,359-41,815
Department Assistant 2	TS-2	1.20	1.20	1.20	$23,165-29,503
Program Coordinator	NR-2				$30,096-39,320
Program Coordinator PT	Sch C				$14.25
Assistant	Sch C				$11.07/hour
Assistant Program Coordinator	Sch C				$12.50/hour
Recording Secretary	Sch C				$13.73/hour
Subtotal:		***4.20***	***4.45***	***4.45***	
DEVELOPMENT					
Planning Board					
Director	M-2	1.00	1.00	1.00	$51,388-64,424
Assistant Planning Director	NR-3	0.00	0.00	1.00	$31,359-41,815
Administrative Assistant	TS-3	1.00	1.00	0.00	$25,155-33,014
Recording Secretary	Sch C				
Student Intern	Sch C				
Subtotal:		***2.00***	***2.00***	***2.00***	
Conservation Commission					
Conservation Officer	Sch C	0.50	0.50	0.70	$15.81/hour
Subtotal:		***0.50***	***0.50***	***0.70***	
Board of Appeals					
Committee Secretary	SS-3				$13.73/hour
CULTURE AND LEISURE SERVICES					
Library					
Director	M-3	1.00	1.00	1.00	$55,543-66,289

ITLE	GRADE	FUNDED FY 98	FUNDED FY 99	FUNDED FY2000	ANNUALIZED SALARY RANGE
.ssistant Director	NR-6	1.00	1.00	1.00	$40,923-57,235
eference Supervisor	NR-4	1.00	1.00	1.00	$35,088-45,844
hildren's Supervisor	NR-4	1.00	1.00	1.00	$35,088-45,844
ech. Services Supervisor	NR-4	1.00	1.00	1.00	$35,088-45,844
eference Librarian/AV Specialist	NR-3	1.00	1.00	1.00	$31,359-41,815
irculation Supervisor	SS-5	1.00	1.00	1.00	$30,474-38,852
ssistant Children's Librarian	SS-4	1.00	1.00	1.00	$28,944-36,963
ssistant Cataloger	SS-3	1.00	1.00	1.00	$25,155-33,014
dministrative Assistant	TS-3	1.00	1.00	1.00	$25,155-33,014
ibrary Assistant	SS-2	6.16	6.16	6.16	$23,165-29,504
eference Librarian PT	NR-2	1.53	2.01	2.48	$30,096-39,320
ibrary Page	Sch C				$5.98-6.34/hour
ubtotal:		*17.69*	*18.17*	*18.64*	
ark & Recreation					
irector	M-2	1.00	1.00	1.00	$51,388-64,424
ssistant Director	NR-4	1.00	1.00	1.00	$35,088-45,844
dministrative Specialist	TS-4	1.00	1.00	1.00	$29,000-36,963
epartment Assistant 2	TS-2	1.00	1.00	1.00	$23,165-29,503
ubtotal:		*4.00*	*4.00*	*4.00*	
RAND TOTAL:		344.08	341.30	351.72	

NEEDHAM PUBLIC SCHOOLS SALARY AND STAFFING SCHEDULE

LASSIFICATION	EMPLOYEES	NUMBER OF EQUIVALENCY	SALARY MINIMUM	SALARY MAXIMUM
ıperintendent	1	1		$109,000 yr.
ssst. Supt, Personnel & Curric.	1	1		$84,000 yr.
ssst. Supt, Student Dev/Comm	1	1		$84,000 yr.
irector of Financial Operations	1	1		$69,870 yr.
gh School Principal	1	1		$91,960 yr.
iddle School Principal	1	1		$88,365 yr.
ementary Principal	5	5	$71,925 yr	$85,796 yr.
gh School Asst. Principal	2	2	$61,293 yr	$79,886 yr.
.S. House Administrator	3	3	$56,986 yr.	$75,578 yr.
ementary Asst. Principal	2	1.5	$47,455 yr	$67,795 yr.
rector	6	5.3	$51,992 yr.	$74,421 yr.
rector of Special Education	3	3	$53,197 yr.	$74,851 yr.
rector	6	5.3	$49,487 yr.	$70,098 yr.
rector of Special Education	2	2	$50,634 yr.	$71,245 yr.
partment Chairs	5	3.2	$50,340 yr.	$72,152 yr.
acher	356	341	$30,599 yr.	$63,906 yr.
ırse	8	7	$30,000 yr.	$43,500 yr.
truct/SPED Aides	96	85.3	$12.16 hr.	$23.12 hr.
rmanent Substitute	3	3		$76.31/dy
dia Technician	1	1		$46,751yr.
ıool Aide	21	10.2	$8.32 hr.	$10.98 hr.
il Carrier	1	.5		$9.90 hr.
cretary	48	48	$12.67 hr.	$19.48 hr.
ants Coordinator	1	0.6		$24,000 yr.
ministrative Assistant	2	2	$17.24 hr.	$26.84 hr.
s Driver	1	1		$12.94 hr.

Needham Board of Selectmen
1471 Highland Avenue
Needham, MA 02492

BULK RATE
US Postal Permit
Boston, MA
Permit No. 58224

NEEDHAM RESIDENT

SPECIAL TOWN MEETING

WARRANT

TOWN OF NEEDHAM

MONDAY, MAY 8, 2000

7:30 P. M.

NEWMAN SCHOOL

CENTRAL AVENUE **NEEDHAM**

COMMONWEALTH OF MASSACHUSETTS

Norfolk, ss.

To either of the Constables in the Town of Needham in said County, Greetings:

In the name of the Commonwealth of Massachusetts, you are hereby required to notify and warn the inhabitants of the Town of Needham qualified to vote in elections and in Town affairs to meet at the Newman Elementary School in said Town on

MONDAY, THE EIGHTH DAY OF MAY, 2000

at seven-thirty in the afternoon, then and there to act upon the following articles, viz:

ARTICLE 1: APPROPRIATE FOR HIGH SCHOOL REPAIRS

To see if the Town will vote to raise and appropriate the sum of $5,350,000 for extraordinary repairs at the High School, to be spent under the direction of the Permanent Public Building Committee or Municipal Building Maintenance Board, as provided by Town bylaw, and to meet this appropriation the Treasurer, with the approval of the Board of Selectmen, is authorized to borrow up to $5,350,000 for a period of up to 20 years for the bonds under G. L. Chapter 44, Section 7 or Chapter 645 of the Acts of 1948 as amended; or take any other action relative thereto.

INSERTED BY: Board of Selectmen
FINANCE COMMITTEE RECOMMENDS THAT: Article be Adopted

Article 1 Explanation: An emergency preamble will be requested for this Article to allow a contract to be signed and work to begin this summer. This project has five elements:

High School Parking Lot Rehabilitation ($635,500): *At the 1999 Annual Town Meeting, $40,000 was appropriated for the engineering design for the rehabilitation of parking lots at the High School. This request is for construction funds for resurfacing the High School north lot, reconstructing the High School south lot, and resurfacing or reconstructing walkways and curbing. An additional 70 spaces will be created as a result of the rehabilitation. Construction is proposed to occur during the summers of 2000 and 2001. This project will be under the direction MBMB.*

High School HVAC Improvements ($3,050,000): *The ventilation equipment currently serving the High School art classrooms, certain components of the science lab classrooms, and several administrative areas, is configured with no outside make-up air to ventilation units, and/or does not comply with current ASHRAE (American Society of Heating, Refrigeration and Air Conditioning Engineers) standards. This triggered the appropriation of $25,000 at the 1999 Annual Town Meeting for an HVAC System Assessment/Feasibility*

Study. This appropriation was followed by an additional appropriation of $225,000 at the November, 1999 Special Town Meeting for design and engineering of HVAC improvements. This request is for the estimated cost of these improvements. This project will be under the direction of the PPBC.

High School Gym and Auditorium Renovation ($1,474,500): *At the 1999, Annual Town Meeting, $25,000 was appropriated for the Gym design work of this project under the jurisdiction of the Permanent Public Building Committee. Renovations will include replacement of the ceiling damaged during the severe storm of October, 1996, which caused the gym ceiling to collapse and warped the gym floor. While the floor was repaired, the ceiling has not been replaced. In addition, work will entail upgrading the1950's ventilation system and upgrading lighting that is barely acceptable for the interscholastic varsity sports program. At the 1999, Annual Town Meeting, $25,000 was appropriated for the Auditorium design work. The High School Auditorium was scheduled for renovation as part of the 1988 building renovation project at the High School. Due to unanticipated asbestos removal costs, the Auditorium work was dropped from the project. Many of the components of the auditorium have not been modified or upgraded since they were installed in 1930. This request is for funds for renovation to include: refinishing the stage; re-upholstering 586 seats; replacing the stage curtain, door hardware and carpeting; painting the walls and ceiling, updating sound and light systems; and rehabilitating the ventilation system and temperature controls. This project will be under the direction of the PPPC.*

High School Phones ($40,000): *Though the telephone system at the High School was upgraded two years ago, handsets were not installed in the classrooms at that time as has been done in the newly upgraded systems at the Eliot, Broadmeadow, Pollard and Hillside Schools. This request is prompted by a need to provide phone access to each classroom for educational and administrative efficiencies and to enhance school-wide safety. The costs are for cabling, phones and their installation. This project will be under the direction of the MBMB.*

High School Window Repairs ($150,000): *The window treatments in the Needham High School "C" wing date to 1953. The window treatments in the Needham High School "B", "D" and "E" wings date to 1967. In all cases, the existing window treatments are two-inch venetian blinds. The tapes that hold the blinds together and the pull ropes that operate the blinds are severely worn. Many blinds do not work at all or are missing, which affect classroom curriculum and comfort level. Old blinds will be systematically replaced with clutch driven roller shades at an estimated cost of $800 per classroom. This program will allow for all window treatments to be replaced. This item was a failing one in the recently completed 10 year High School accreditation.*

ARTICLE 2: APPROPRIATE FOR MEMORIAL PARK FIELD HOUSE ADA IMPROVEMENTS

To see if the Town will vote to raise and appropriate the sum of $90,000 for the modifications needed at Memorial Park for ADA compliance, to be spent under the direction of the Municipal Building Maintenance Board and raised from the tax levy; or take any other action relative thereto.

INSERTED BY: Board of Selectmen
FINANCE COMMITTEE RECOMMENDS THAT: Article be Adopted

Article 2 Explanation: This request will fund the modifications needed to bring the restrooms and snack bar concession area at Memorial Park into compliance with the requirements of the Americans for Disabilities Act (ADA). The development of design specifications was funded at the 1999 Annual Town Meeting.

ARTICLE 3: APPROPRIATE FOR SCHOOL FLOOR REPLACEMENT

To see if the Town will vote to raise and appropriate $75,000 to replace flooring in school buildings, to be spent under the direction of the direction of the Municipal Building Maintenance Board and raised from the tax levy; or take any other action relative thereto.

INSERTED BY: Board of Selectmen
FINANCE COMMITTEE RECOMMENDS THAT: Recommendation to be made at Town Meeting

Article 3 Explanation: This request is for the second year of a multi-year plan to systematically address the need to replace asbestos flooring in school buildings. In most cases, the worn flooring is comprised of asbestos, or carpeting glued directly to tiles that contain asbestos. In all cases, the asbestos floor tile is a minimum of 30 years old and would be due for replacement even if it did not contain asbestos. The cost of removing asbestos tile, or carpeting resting on asbestos tile, and replacing it with vinyl is estimated at $4,000 for the average sized classroom. At an annual appropriation of $60,000 it is estimated that it will take 20 years to remove and replace all asbestos flooring in Needham classrooms. This effort will be directed toward those schools not slated for renovation work in the near future, or for emergency repair areas.

ARTICLE 4: APPROPRIATE FOR INTERIOR PAINTING

To see if the Town will vote to raise and appropriate the sum of $75,000 for interior painting of town and school buildings, to be spent under the direction of the Municipal Building Maintenance Board and raised from the tax levy; or take any other action relative thereto.

INSERTED BY: Board of Selectmen
FINANCE COMMITTEE RECOMMENDS THAT: Recommendation to be made at Town Meeting

Article 4 Explanation: This request, which was deferred in the FY2000 Capital Plan, is for the first year of a multi-year plan to systematically address the need for the maintenance of interior spaces in town and school buildings. The amount appropriated in the annual operating budget of the Municipal Building Maintenance Department has been insufficient to address the total work needed. This has resulted in the deferral of many projects that merit attention. At present, all schools as well as the interior of the Police/Fire Station warrant attention.

ARTICLE 5: APPROPRIATE FOR BROOK / CULVERT REPAIRS

To see if the Town will vote to raise and appropriate the sum of $100,000 for repairs to brooks and culverts, to be spent under the direction of the Board of Selectmen and raised from the tax levy; or take any other action relative thereto.

INSERTED BY: Board of Selectmen
FINANCE COMMITTEE RECOMMENDS THAT: Recommendation to be made at Town Meeting

Article 5 Explanation: The severe storms of October, 1996 and June, 1998 resulted in numerous incidents of flooding in residential areas. The flooding conditions were largely the result of blockages of waterways due to the failure of retaining walls and the clogging of waterways with vegetation and silt. The conditions have occurred due to the lack of manpower for routine maintenance of these waterways. A major effort is

now needed to begin to address this problem. This project will be a multi-year effort and will, due to staff limitations, require issuing contracts to clean the retaining walls. The total multi-year cost has yet to be determined but $100,000 is being requested for FY2001 to initiate the project. The first areas to be addressed will be along Fuller Brook in the Great Plain Avenue, Fuller Brook Avenue and Mackintosh Avenue neighborhoods and the Rosemary Brook Area.

ARTICLE 6: APPROPRIATE FOR SIDEWALK RECONSTRUCTION

To see if the Town will vote to raise and appropriated the sum of $85,000 for sidewalk repair and resurfacing, to be spent under the direction of the Board of Selectmen and raised from the tax levy; or take any other action relative thereto.

INSERTED BY: Board of Selectmen
FINANCE COMMITTEE RECOMMENDS THAT: Article be Adopted

Article 6 Explanation: The School Department's busing policy has resulted in more school age children walking to school. This has placed a greater emphasis on the condition of sidewalks along designated walking routes. As a result of level funding of the operating budget for street and sidewalk maintenance during the last several years, however, little work on sidewalks has been undertaken. Steps to remedy this situation were taken two years ago with the appropriation of $65,000 at the May, 1998 annual town meeting for the repair of sidewalks on high priority walking routes. Funding for this program was deferred in FY2000. This current request would fund repairs to sidewalks on additional high priority routes, specifically on both sides of Lindbergh Avenue from Paul Revere Road to Manning Street.

ARTICLE 7: APPROPRIATE FOR FIRE DEPARTMENT BRUSH TRUCK

To see if the Town will vote to raise and appropriate the sum of $44,000 to replace the Fire Department Brush Truck/Tank Vehicle, to be spent under the direction of the Board of Selectmen and raised from the tax levy; or take any other action relative thereto.

INSERTED BY: Board of Selectmen
FINANCE COMMITTEE RECOMMENDS THAT: Recommendation to be made at Town Meeting.

Article 7 Explanation: This vehicle is a pick-up truck used for utility purposes year round. In addition, it has a slide in brush fire unit and serves as the forestry brush fire vehicle. The current pick-up is a 1993 Ford F-350 and will be seven years old at the time of replacement. The current slide-in brush fire unit will be 14 years old at the time of replacement and is unreliable due to age, and wear and tear. It has far exceeded its service, as it has been installed on three pick-up trucks. Estimated replacement cost is $36,000. Estimated replacement cost of the slide-in brush fire unit is $8,000.

ARTICLE 8: APPROPRIATE FOR POLICE DEPARTMENT RADIO EQUIPMENT

To see if the Town will vote to raise and appropriate the sum of $76,000 to purchase portable radios for police department personnel, to be spent under the direction of the Board of Selectmen and raised from the tax levy; or take any other action relative thereto.

INSERTED BY: Board of Selectmen
FINANCE COMMITTEE RECOMMENDS THAT: Article be Adopted

Article 8 Explanation: This request is for 55 portable radios, chargers, batteries (2 per radio) and carrying cases. The Police Chief's goal is to issue a radio to each officer, thereby expanding his/her communication capabilities with the Police Station. Like a service weapon, each officer will be responsible for the use, care and maintenance of this equipment.

ARTICLE 9: APPROPRIATE FOR ROAD MAINTENANCE

To see if the Town will vote to raise and appropriate the sum of $160,000 for road maintenance and repairs, to be spent under the direction of the Department of Public Works and raised from the tax levy; or take any other action relative thereto.

INSERTED BY: Board of Selectmen
FINANCE COMMITTEE RECOMMENDS THAT: Article be Adopted

Article 9 Explanation: These funds will be used to address deferred maintenance (crack sealing, stone sealing, asphalt overlay) on a variety of local roads throughout Town.

ARTICLE 10: APPROPRIATE FOR WEBSTER STREET UTILITY IMPROVEMENTS

To see if the Town will vote to raise and appropriate the sum of $50,000 for improvements to the water systems in Webster Street, to be spent under the direction of the Board of Selectmen, with $50,000 raised from the Water Enterprise Fund Retained Earnings; or take any other action relative thereto.

INSERTED BY: Board of Selectmen
FINANCE COMMITTEE RECOMMENDS THAT: Article be Adopted

Article 10 Explanation: As part of the planned reconstruction of Webster Street, from Central Avenue to Highland Avenue, the Engineering Division has determined that 48 lead, iron or steel water services should be replaced.

ARTICLE 11: AMEND THE FISCAL YEAR 2000 BUDGET

To see if the Town will vote to amend and supercede certain parts of the Fiscal Year 2000 Operating Budget, adopted under Article 19 of the 1999 Annual Town Meeting and amended at the November 15, 1999 Special Town Meeting under Article 8, by deleting the amounts of money appropriated under some of the line items and appropriating new amounts;

Line Item	Department	Changing From	Changing To
107	Selectmen, Purchase of Service	$ 148,828	$ 147,328
108	Selectmen, Expenses	19,370	20,870
211	Reserve Fund	928,596	517,596
401	Police, Salaries	3,450,775	3,454,410
404	Police, Capital Outlay	129,295	125,660
506	Bldg. Maint., Salaries	1,935,899	1,910,899
507	Bldg. Maint., Purchase of Service	1,405,161	1,430,161
605	Veteran's Services, Salaries	42,840	43,055
607	Veteran's Services, Expenses	3,050	2,835
701	Planning, Salaries	106,745	104,745
702	Planning, Purchase of Service	3,160	5,160

Or take any other action relative thereto.

INSERTED BY: Finance Committee
FINANCE COMMITTEE RECOMMENDS THAT: Article be Adopted

ARTICLE 12: AMEND FISCAL YEAR 2000 SOLID WASTE / RECYCLING ENTERPRISE FUND BUDGET

To see if the Town will vote to amend and supersede certain parts of the FY2000 Solid Waste / Recycling Enterprise Fund Budget adopted under Article 22 of the 1999 Annual Town Meeting and amended under Article 11 of the November 15, 1999 Special Town Meeting, by deleting the amounts of money appropriated under some line items and appropriating new amounts; under the provisions of M.G.L. Chapter 44 Section 53 ½;

Line Item		Changing From	Changing To
915	Salaries	$365,603	$330,603
916	Purchase of Service	675,700	737,000
917	Expenses	97,600	105,100

And an additional $33,800 to be raised from Retained Earnings.

Or take any other Action relative thereto.

INSERTED BY: Board of Selectmen
FINANCE COMMITTEE RECOMMENDS THAT: Recommendation to be made at Town Meeting.

Article 12 Explanation: The decrease in the salary line item is the result of various vacancies during the year. The increase in the purchase of service line item is due to additional tonnage being received at our RTS facility from a commercial customer. The cost of processing this additional waste, however, is offset by the tipping fees paid by this customer. The increase in expenses is to restock our pay-per-throw yellow bags.

Hereof fail not and make due return of this Warrant with your doings thereon unto our Town Clerk on or after said day and hour.

Given under our hands at Needham aforesaid this Eleventh day of April 2000.

Daniel P. Matthews, Chairman
John H. Cogswell
Gerald A. Wasserman
William M. Powers
Colleen F. Schaller

Selectmen of Needham

A TRUE COPY
Attest:
Constable:

stm532000a.wpd

Town Clerk's Office
Needham, MA 02492

First Class Mail
U.S. Postage Paid
Needham, MA
Permit No. 58224

ATTN: SPECIAL TOWN MEETING WARRANT

TOWN OF NEEDHAM

FISCAL YEAR 2000

TOWN CLERK'S RECORDS

OF THE

SPECIAL TOWN MEETING
Monday, November 15, 1999

PRESIDENTIAL PRIMARY
Tuesday, March 7, 2000

ANNUAL TOWN ELECTION
Monday, April 10, 2000

ANNUAL TOWN MEETING
Monday, May 1, 2000

SPECIAL TOWN MEETING
Monday, May 8, 2000

SPECIAL TOWN MEETING

November 15, 1999

Pursuant to a Warrant issued by the Selectmen October 26, 1999, the Inhabitants of the Town of Needham qualified to vote in Town Affairs met in the Derwood A. Newman Elementary School on Monday, November 15, 1999, at 7:30 o'clock in the afternoon.

The checkers appointed by the Selectmen were sworn to the faithful performance of their duties by the Town Clerk.

Check lists were used and 267 voters, including 215 Town Meeting Members, were checked on the list as being present.

The meeting was called to order at 7:30 o'clock by the Moderator, Michael K. Fee. The call to the meeting and the officer's return were read by the Town Clerk, the reading of the articles in the Warrant being waived upon motion.

The Moderator announced that the First Grade Class at Hillside School led by their teacher, Marjorie M. Margolis, and Metco aide, Pauline Patterson, would provide a brief performance. The children sang The Teddy's Bear Picnic accompanied by pianist Soomi Lowry and flutist Robin Miller. Town Meeting Members joined the first graders in pledging allegiance to the flag and singing "My Country tis of Thee". The Moderator thanked Jordan Pransky for managing the microphones alone this evening.

The Moderator declared a quorum to be present and requested the Town Clerk to so record.

The Moderator announced the following ground rules and these were adopted unanimously:

1. A speaker will be ruled out of order who refers to personalities. Let us remember that we are ONE community and ONE Town Meeting Family with one common goal: the best interests of our town.

2. I ask that you rise to be recognized and address the Moderator. Please state your name and precinct when recognized so that the Town Clerk may keep an accurate record.

3. Your attention is drawn to the disclosure required by an attorney employed by one who has an interest in a matter as set forth in Art. I, Sec. 1.9 of the Needham General By-Laws.

4. Blank forms for lengthy motions are available from Town Counsel, Mr. Tobin, and should be employed. If lengthy or complicated motions are not drafted and submitted for review by the Moderator and Town Counsel prior to being placed on the floor, the speaker will yield the floor to another speaker while the drafting and formulation process is underway.

5. Short motions to amend and procedural motions need not be in writing.

6. Parliamentary procedures known as "points of information" and "points of order" shall be strictly construed so as not to elongate or permit debate after a motion to move the previous question has been placed on the floor.

7. Limits on debate shall be enforced by the Moderator.

8. Questions asked for general informational purposes unrelated to the matter under consideration by the meeting shall be ruled out of order.

9. As stated in the Moderator's memorandum to Town Meeting Members, inappropriate conduct involving the T.V. cameras shall be dealt with swiftly by the chair and will be deemed to be out of order.

10. Unanimous consent was given to adopt the following limits of debate:

20 Minutes - Committee Chairpersons, Proponents, Attorneys representing proponents; subject to extension by the Moderator.

8 Minutes - Town Meeting Members, non-Town Meeting Members, visitors other than attorneys.

As in previous years, with respect to Article 8, amendments to the FY 2000 Operating Budget, as well as Articles 9, 10 and 11, no motion to amend which adds funds to a particular line item or items will be in order unless the movant identified the line items elsewhere in the budget from which these funds will be taken.

The Moderator reminded Town Meeting Members of the following amendment to the General By-Laws passed under Article 80 at the 1998 Annual Town Meeting: If two-thirds vote of the Town Meeting is required by statute, a count shall not be taken unless it is deemed necessary by the Moderator in the fulfillment of the duties of the office.

As in the tradition of the Annual Town Meeting, the Moderator asked unanimous consent to omit the reading of the articles and to refer to them by number only. Any Town Meeting Member who wished to "question" or "debate" should so indicate when the number was called and those articles not so indicated would be adopted by unanimous consent. There was no objection and the Moderator declared this method to be adopted unanimously.

The Moderator announced that the proponents no longer have an interest in Article 14 and it is herewith withdrawn.

The Moderator then proceeded to call each article in the Warrant by number commencing with Article No. 1. No Town Meeting Members responded with "question" or "debate" to Article 15. The Moderator then called the above-mentioned article by number and no objection was heard to adoption by unanimous consent. It was moved that Article 15 be adopted by unanimous consent. It was so unanimously voted and the Town Clerk was requested to so record. As a result thereof, said article and the vote thereunder is as follows:

ARTICLE 15: ACCEPT MGL CHAPTER 80 SECTION 13B (SEPTIC BETTERMENT DEFERRAL)

To see if the Town will vote to accept the provisions of M.G.L., Chapter 80 Section 13B, to provide that the Town may

defer payments of betterments by homeowners who are eligible for real estate tax exemptions under M.G.L. Chapter 59, Section 5, clause 41A; or take any other action relative thereto.

Article 15 Explanation: This law was previously accepted by Town Meeting, however only for applicants who applied in FY1999. By approving this Article this tax deferment program will be permanent. The Board of Selectmen and Board of Health are recommending the acceptance of this law to allow certain low income elderly residents to defer the payment of betterment assessments. In Needham, betterment assessments are primarily limited to sewer connection betterments and septic improvement betterments. To be eligible for the deferral the applicant must be the property owner, over 65 years of age, have owned and occupied property in Massachusetts for 5 years, have lived in Massachusetts for the preceding 10 years and in the year preceding application have a gross annual income not to exceed $40,000. Total apportioned and deferred betterment payments (and taxes if applicable), together with interest accrued, may not exceed 50% of the owners interest in the assessed value of the property.

MOVED: That the Town vote to accept the provisions of M.G.L., Chapter 80 Section 13B, to provide that the Town may defer payments of betterments by homeowners who are eligible for real estate tax exemptions under M.G.L. Chapter 59, Section 5, clause 41A.

ACTION: So voted by unanimous vote.

The Moderator then proceeded to Article 1.

ARTICLE 1: AMEND ZONING BY-LAW - SIDE LINE SETBACK EXEMPTION FOR "NEW CONSTRUCTION" IN GENERAL RESIDENCE DISTRICT

To see if the Town will vote to amend the Needham Zoning By-Law, Section 4.2, Dimensional Regulations for Rural Residence-Conservation, Single A, Single Residence B, General Residence, and Institutional Districts, Subsection 4.2.1 Table of Regulations, by revising the last sentence of footnote (i) thereof so that it shall read as follows (new language underlined):

"Notwithstanding anything to the contrary contained herein, the minimum side line setback requirement for all buildings and structures on any lot in a Single Residence B or General Residence District which contains less than 10,000 square feet or has less than 80 feet of frontage shall be 10 feet."

Or take any other action relative thereto.

Article 1 Explanation: Article 1 would reduce the side line setback requirement to 10 feet for lots in the General Residence District on which "new construction" is proposed, if the lot is under 10,000 square feet in area or has less than 80 feet of frontage. This reduction has already been applied by Town Meeting to such lots in the Single Residence B District. The amendment would create parity between two similar zoning districts.

At the present time "new construction" in the General Residence District must meet a stepped side line setback as follows: If you build the side of the house along the setback line, it can extend for a distance of only 28 feet at the 12.5-foot setback line. Any additional length must be set back an additional two feet. So, under the current rules, 28 feet of the side of the house could be located 12.5 feet from the side lot line, the remainder would have to be at least 14.5 feet back from that line.

"New construction" is defined as: (1) Any construction of a structure on a vacant lot; (2) Any construction which involves demolition of more than 50% of the exterior frame or exterior envelope of an existing structure; (3) Any addition to an existing one-story structure which results in a gross floor area greater than 240% of the gross floor area of the existing structure; (4) Any addition to an existing one and one-half story structure which results in a gross floor area greater than 220% of the gross floor area of the existing structure; and (5) Any addition to an existing two-story or two and one-half story structure which results in a gross floor area greater than 175% of the gross floor area of the existing structure.

MOVED: That the Town vote to amend the Needham Zoning By-Law, Section 4.2, Dimensional Regulations for Rural Residence-Conservation, Single A, Single Residence B, General Residence, and Institutional Districts, Subsection 4.2.1 Table of Regulations, by revising the last sentence of footnote (i) thereof so that it shall read as follows (new language underlined):

"Notwithstanding anything to the contrary contained herein, the minimum side line setback requirement for all buildings and structures on any lot in a Single Residence B or General Residence District which contains less than 10,000 square feet or has less than 80 feet of frontage shall be 10 feet."

Mr. Robert T. Smart, Jr., Chairman, addressed this proposal on behalf of the Planning Board. In providing some background, he explained that a "Big House" committee was established in 1998. The committee drafted a by-law which was adopted at the 1999 Annual Town Meeting. This by-law affected the Single Residence District. Article 1 affects only the General Residence District and would reduce the side line setback requirement to 10 feet on which "new construction" is proposed.

ACTION: The main motion was presented and carried unanimously by voice vote.

ARTICLE 2: AMEND ZONING BY-LAW - SIDE LINE SETBACK SPECIAL PERMIT FOR "NEW CONSTRUCTION" IN SINGLE RESIDENCE B AND GENERAL RESIDENCE DISTRICT

To see if the Town will vote to amend the Needham Zoning By-Law, Section 4.2, Dimensional Regulations for Rural Residence-Conservation, Single A, Single Residence B, General Residence, and Institutional Districts, Subsection 4.2.1 Table of Regulations, by adding a new sentence to the end of footnote (g) as follows:

"In a Single Residence B or General Residence District, any

building or structure that meets current zoning requirements but is prevented from commencing "New Construction" because the "New Construction" will be within the 12.5-foot side line setback, but not within the 10-foot side line setback, may commence the "New Construction" upon receipt of a special permit from the Board of Appeals under Section 7.5.2 of the Zoning By-Law, provided: (1) the "New Construction" meets all other requirements of the Zoning By-Law; (2) the Board determines that such change, extension, alteration, or enlargement would not be substantially more detrimental to the neighborhood than the existing structure; and (3) no more than 50% of the exterior frame or exterior envelope of the existing structure is demolished as a function of the proposed construction activity."

Or take any other action relative thereto.

Article 2 Explanation: Article 2 would give the Board of Appeals the authority to issue a special permit, after public notice and hearing, to a landowner proposing "new construction" in the Single Residence B or General Residence districts. Such a special permit would allow a landowner whose house was already 10 feet or more but less than 12.5 feet from the side line of the lot to seek a special permit to construct a large addition, rather than tearing the house down, so long as that landowner: (1) meets all of the other requirements of the by-law, including the lot coverage requirement, (2) satisfies the Board of Appeals that the change would not be substantially more detrimental to the neighborhood than the existing structure, and (3) does not demolish more than 50% of the exterior frame of the structure.

This would be a clarification of the by-law's language to accomplish the Planning Board's original intent.

When the Planning Board drafted the by-law amendment last spring, it and the Building Inspector reasoned that the Board of Appeals already had authority to grant a special permit in the limited circumstances described above. When the Board of Appeals disagreed, it became necessary to propose this article.

MOVED: That the Town vote to amend the Needham Zoning By-Law, Section 4.2, Dimensional Regulations for Rural Residence-Conservation, Single A, Single Residence B, General Residence, and Institutional Districts, Subsection 4.2.1 Table of Regulations, by adding a new sentence to the end of footnote (g) as follows:

"In a Single Residence B or General Residence District, any building or structure that meets current zoning requirements but is prevented from commencing "New Construction" because the "New Construction" will be within the 12.5-foot side line setback, but not within the 10-foot side line setback, may commence the "New Construction" upon receipt of a special permit from the Board of Appeals under Section 7.5.2 of the Zoning By-Law, provided: (1) the "New Construction" meets all other requirements of the Zoning By-Law; (2) the Board determines that such change, extension, alteration, or enlargement would not be substantially more detrimental to the neighborhood than the existing structure; and (3) no more than 50% of the exterior frame or exterior envelope of the existing structure is demolished as a function of the proposed construction activity."

Mr. Robert T. Smart, Jr., Chairman, addressed this proposal on behalf of the Planning Board. He explained that Article 2 would give the Board of Appeals the authority to issue a special permit, after public notice and hearing, to a landowner proposing "new construction" in the Single Residence B or General Residence districts. This is a clarification of the by-law passed last spring in which the Planning Board and Building Inspector reasoned that the Board of Appeals already had this authority.

In response to an inquiry from Mr. Daniel P. Messing regarding the number of properties this will affect and how this might encourage "tear downs", Mr. Smart indicated that the Planning Board did not have those numbers available at this time, but would research this information.

ACTION: The main motion was presented and carried unanimously by voice vote.

ARTICLE 3: APPROPRIATE FOR Y2K PREPARATIONS

To see if the Town will vote to raise and appropriate the sum of $65,000 to be used for staffing and other costs related to the Town's preparation for Y2K, said sum to be spent under the direction of the Board of Selectmen and raised from the tax levy; or take any other action relative thereto.

Article 3 Explanation: This amount, in addition to the $30,000 appropriated at the Annual Town Meeting, is for additional on-duty public safety personnel for the December 31 - January 2 period.

MOVED: That the Town vote to raise and appropriate the sum of $65,000 to be used for staffing and other costs related to the Town's preparation for Y2K, said sum to be spent under the direction of the Board of Selectmen and raised from the tax levy.

Mr. William M. Powers, Chairman, addressed this proposal on behalf of the Board of Selectmen. He recommended adoption to assure protection of all the town's residents.

Mr. Michael J. Crawford, Vice Chairman, recommended adoption on behalf of the Finance Committee.

ACTION: The main motion was presented and carried by majority vote.

ARTICLE 4: APPROPRIATE FOR KOREAN WAR MEMORIAL

To see if the Town will vote to raise and appropriate the sum of $500 for the incidental expenses related to the erection on Memorial Park of a monument to honor the memory of the members of the Armed Forces of the United States of America who lost their lives in the Korean War, and to honor those residents of the Town who served in said Armed Forces during said war, said sum to be expended under the direction of the Board of Selectmen, and raised from the tax levy; or take any other action relative thereto.

Article 4 Explanation: The Board of Selectmen recommends that the proposed Memorial, like others in Town, be paid for with private donations, but that $500 be funded for incidental expenses of the Committee.

MOVED: That the Town vote to raise and appropriate the sum of $500 for the incidental expenses related to the erection on Memorial Park of a monument to honor the memory of the members of the Armed Forces of the United States of America who lost their lives in the Korean War, and to honor those residents of the Town who served in said Armed Forces during said war, said sum to be expended under the direction of the Board of Selectmen, and raised from the tax levy.

Mr. William M. Powers, Chairman, Board of Selectmen, yielded the floor to the chairman of the Korean War Veterans Memorial Committee. Mr. John J. Logan, Jr., chairman and Veterans' Agent, advised that this program was started by the U. S. Department of Defense and is a three-year project. He urged adoption of this article.

Mr. Paul G. Smith, member, recommended adoption of this article on behalf of the Finance Committee.

Mr. James Hugh Powers, member, Korean War Veterans Memorial Committee, recommended some clerical help to these committees in order to help comply with the Open Meeting Law and record keeping requirements.

ACTION: The main motion was presented and carried unanimously by voice vote.

ARTICLE 5: APPROPRIATE FOR DPW VEHICLE STUDY

To see if the Town will vote to raise and appropriate the sum of $45,000 for a management study of the DPW vehicle plan and replacement schedule, said sum to be expended under the direction of the Board of Selectmen and raised from the tax levy; or take any other action relative thereto.

Article 5 Explanation: *The purpose of this study will be to: identify types and numbers of vehicles necessary to support Town services; identify fleet necessary for the snow removal program; review specialized equipment and whether this equipment should be leased, purchased or shared with other communities; review the existing DPW replacement cycle; make recommendations on whether to trade-in or auction used vehicles; and assess the adequacy of the DPW Garage Division to maintain equipment.*

MOVED: That the Town vote to raise and appropriate the sum of $45,000 for a management study of the DPW vehicle plan and replacement schedule, said sum to be expended under the direction of the Board of Selectmen and raised from the tax levy.

Mr. John H. Cogswell, Selectman, addressed this proposal on behalf of the Board of Selectmen. He explained that the purpose of this article is to identify the types and numbers of vehicles necessary for DPW to support town services. The Board of Selectmen unanimously recommend adoption of this proposal.

Mr. Ford H. Peckham, member, recommended adoption of this proposal on behalf of the Finance Committee.

In response to an inquiry from Michael J. Greis regarding the role of DPW in assessing and identifying its needs, Mr. Cogswell advised that DPW is currently conducting a study of its vehicle usage, but the Board of Selectmen want an outside firm to provide a study.

Mr. James G. Healy, Finance Committee member, explained that the town currently has a vehicle replacement schedule in place that calls for a yearly replacement sum in excess of one million dollars.

After a brief discussion, a motion to move the previous question was offered by Mr. Gerald R. Browne. The motion was presented and carried by voice vote.

ACTION: The main motion was presented, but the Moderator was in doubt as to the voice vote. The motion was again presented and carried by majority vote as declared by the Moderator.

ARTICLE 6: APPROPRIATE FOR ELIOT SCHOOL DESIGN

To see if the Town will vote to raise and appropriate the sum of $400,000 for an architectural design for the Eliot elementary school, to be spent under the direction of the Permanent Public Building Committee, and to meet this appropriation the Treasurer, with the approval of the Board of Selectmen, is authorized to borrow up to $400,000 for a period of up to five years under M.G.L., Chapter 44, Section 7; or take any other action relative thereto.

Article 6 Explanation: At the May 1999 Annual Town Meeting, $40,000 was appropriated for a study to determine if the current Eliot School site could support a new, larger elementary school. The results of that study concluded that the site can support a larger elementary school. This $400,000 appropriation, therefore, is for 40 percent of cost of the design of this new school. The request for an appropriation for the balance of the design and construction, which is estimated at $14,000,000, will be brought before the May 2000 Annual Town Meeting. It is anticipated that 58 percent of the design, construction and financing costs will be reimbursed by the State.

MOVED: That the Town vote to raise and appropriate the sum of $400,000 for an architectural design for the Eliot elementary school, to be spent under the direction of the Permanent Public Building Committee, and to meet this appropriation the Treasurer, with the approval of the Board of Selectmen, is authorized to borrow up to $400,000 for a period of up to five years under M.G.L., Chapter 44, Section 7.

Mr. Wasserman, Selectman, advised that the Board of Selectmen voted unanimously to support this article. He further noted that this is a joint recommendation of the Board of Selectmen

and the School Committee.

Mr. Irwin Silverstein, Chairman, School Committee, also spoke in favor of this proposal.

Unanimous consent was given to allow Mr. Kenneth DiNisco, non resident and representative of the architectural firm of DiNisco Design Partnership Limited. Mr. DiNisco indicated that upon review of the site, the following conclusions were made: a new school building would be more cost effective, open space would be preserved, the site would be vacated during construction and that there is a need to address the access site.

Mr. Silverstein noted that with Town Meeting approval, the DPW would prepare a study of the Wellesley Avenue/Central Avenue intersection, the High Rock School would be modified for transitioning, project sequencing would be determined and a schematic design would be developed.

Mr. James G. Healy, member, advised that the Finance Committee recommends adoption of this article.

Mr. John P. Connelly, Chairman, Permanent Public Building Committee, advised that the committee had worked lone and hard with this project and voted to recommend adoption.

A motion to amend was offered by Cynthia Conturie to add after the words "Section 7" the words "and further, that during this design phase, a study committee be formed consisting of at least 5 members who are Needham resident volunteers, to tour recent school improvements in other Boston area towns, including renovations, additions, and new construction, and report to the School Committee periodically through the design phase on price, architect, amount of new or renovated space enhancements and to provide, if possible, videotapes or photographs of these improvements."

In response to Mrs. Conturie's concerns, Mr. John Connelly, PPBC Chairman, advised that every precaution will be taken with asbestos removal, there are no present plans to blast, and this committee has been touring other towns to see recent school improvements.

Mrs. Janet Haines, Co-President, Eliot School PTC, urged Town Meeting to approve the articles on the Eliot and High Rock Schools and the forthcoming overrides for a new and better future for Needham.

After a brief discussion, a motion to move the previous question was offered by Mr. Thomas M. Harkins. The motion was presented and carried by two-thirds vote as declared by the Moderator.

Mrs. Conturie's motion to amend was presented, but it failed to pass by voice vote.

ACTION: The main motion was presented and carried unanimously by voice vote.

ARTICLE 7: APPROPRIATE FOR HIGH ROCK SCHOOL DESIGN

To see if the Town will vote to raise and appropriate the sum of $100,000 for architectural design for renovations to the High Rock School, to be spent under the direction of the Permanent Public Building Committee, and raised from the tax levy, or take any other action relative thereto.

Article 7 Explanation: The School Committee has decided that, while a new Eliot School is being constructed, students will be housed at the High Rock School, which is now largely vacant. This request for funding is for the architectural design necessary in order to complete limited renovations necessary to use the High Rock as a temporary school. The High Rock School may also be used for Broadmeadow students during that renovation, however this decision has not yet been made. The request for an appropriation for the construction, will be brought before the May 2000 Annual Town Meeting. This project is not eligible for reimbursement by the State.

MOVED: That the Town vote to raise and appropriate the sum of $100,000 for architectural design for renovations to the High Rock School, to be spent under the direction of the Permanent Public Building Committee, and raised from the tax levy.

A motion to amend was offered by Mr. Gerald A. Wasserman to change the amount by deleting the amount of "$100,000" and inserting in its place the amount of "$15,000".

A second motion to amend was offered by Cynthia Conturie to change the value of $15,000 to $19,000 so that we can supply the High Rock School kitchen with a stove, refrigerator, and a work top table.

Mr. Gerald A. Wasserman, Selectman, advised that there is a need to place the school children during the construction and renovation of the Eliot and Broadmeadow Schools and the High Rock School will be used for this purpose for approximately two to three years.

Mr. Paul T. Milligan, Chairman, advised that the Finance Committee recommends adoption of this proposal.

Mrs. Cynthia Conturie recommended repairs to the kitchen so that food can be prepared on site. After a brief discussion, Mrs. Conturie withdrew her amendment.

Mr. Irwin Silverstein, Chairman, advised that the School Committee felt that a food service should be brought in and heated on the premises.

Mr. Stephen Theall, Superintendent of Schools, advised that the High Rock School will have a full media program and the building will meet all ADA and Board of Health requirements.

Mr. Wasserman's motion to amend was presented and carried by unanimous vote.

ACTION: The main motion, as amended, was presented and carried unanimously by voice vote.

VOTED: That the Town vote to raise and appropriate the sum of $15,000 for architectural design for renovations to the High Rock

School, to be spent under the direction of the Permanent Public Building Committee, and raised from the tax levy.

ARTICLE 8: AMEND OPERATING BUDGET

To see if the Town will vote to amend and supersede certain parts of the FY2000 Operating Budget adopted under Article 19 of the 1999 Annual Town Meeting, by deleting the amounts of money appropriated under some of the line items and appropriating new amounts for some of the line items;

Line Item	Appropriation	Changing From	Changing To
013	Health Insurance	$4,480,000	$4,505,000
017	Maturing Bonds	1,367,339	1,380,039
018	Interest	392,137	354,034
101	Selectmen, Salaries	333,510	336,510
206	Finance, Purchase of Service	298,900	339,914
208	Finance, Capital Outlay	51,600	53,600
211	Finance Committee, Reserve Fund	644,039	700,000
302	Schools, Purchase of Service	2,703,288	2,703,288
501	Public Works, Salaries	2,179,107	2,195,907
504	Public Works, Capital Outlay	30,700	53,300
701	Planning, Salaries	105,343	106,745

Or take any other action relative thereto.

MOVED: That the Town vote to amend and supersede certain parts of the FY2000 Operating Budget adopted under Article 19 of the 1999 Annual Town Meeting, by deleting the amounts of money appropriated under some of the line items and appropriating new amounts for some of the line items;

Line Item	Appropriation	Changing From	Changing To
013	Health Insurance	$4,480,000	$4,505,000
017	Maturing Bonds	1,367,339	1,380,039
018	Interest	392,137	354,034
101	Selectmen, Salaries	333,510	336,510
206	Finance, Purchase of Service	298,900	339,914
208	Finance, Capital Outlay	51,600	53,600
211	Finance Committee, Reserve Fund	644,039	700,000
302	Schools, Purchase of Service	2,703,288	2,703,288
501	Public Works, Salaries	2,179,107	2,195,907
504	Public Works, Capital Outlay	30,700	53,300
701	Planning, Salaries	105,343	106,745.

Mr. Paul T. Milligan, Chairman, recommended adoption of this proposal on behalf of the Finance Committee.

A motion to amend was offered by Mr. Paul Theodore Owens to change Line Item 211, Finance Committee, Reserve Fund, from $644,039 to $1,072,191.

A motion to discuss Articles 8 and 16 together and vote on Article 16 after the vote is taken on Article 8 was offered by Mr. George Tarello.

Mr. James G. Healy, Finance Committee member, urged rejection since there are other money articles which could affect this proposal.

Mr. Ronald L. Morrison moved to postpone consideration of Article 8 until after discussion on Article 13.

Mr. Morrison's motion was presented and carried unanimously by voice vote.

Mr. Tarello and Mr. Healy's motions were withdrawn.

ARTICLE 9: AMEND FY 2000 WATER ENTERPRISE FUND BUDGET

To see if the Town will vote to amend and supersede certain parts of the FY2000 Water Enterprise Fund Budget adopted under Article 20 of the 1999 Annual Town Meeting, by deleting the amounts of money appropriated under some line items and appropriating new amounts; under the provisions of M.G.L. Chapter 44, Section 53F ½ ;

Line Item	Appropriation	Changing From	Changing To
901	Salaries	$ 813,819	$914,219
902	Purchase of Service	233,700	243,300
905	MWRA Assessment	329,482	356,384
907	Debt Service	1,021,721	925,000

And an additional $127,207 to be raised from Water Enterprise Fund Retained Earnings.

Or take any other action relative thereto.

Article 9 Explanation: The increase in salaries is for 24 hour a day staffing of the new water treatment facility, required by DEP for the first six months of operation. The increase in purchase of service includes $6,100 for the printing and mailing of the water quality report, mandated by the federal EPA and $3,500 for an additional appropriation for the water meter replacement study. The MWRA assessment and debt service adjustment are final changes which have been determined since the Annual Town Meeting.

MOVED: That the Town vote to amend and supersede certain parts of the FY2000 Water Enterprise Fund Budget adopted under Article 20 of the 1999 Annual Town Meeting, by deleting the

amounts of money appropriated under some line items and appropriating new amounts; under the provisions of M.G.L. Chapter 44, Section 53F ½ ;

Line Item	Appropriation	Changing From	Changing To
901	Salaries	$ 813,819	$914,219
902	Purchase of Service	233,700	243,300
905	MWRA Assessment	329,482	356,384
907	Debt Service	1,021,721	925,000

And an additional $127,207 to be raised from Water Enterprise Fund Retained Earnings.

Mr. John H. Cogswell, Selectman, advised that the changes are required because the water treatment facility must be manned for six months and the town needs to perform systematic flushing to remove rust and sediment, the debt service from the MWRA is now known, and a study is to be performed on the proper type of water meter for second meters and new homes.

ACTION: The main motion was presented and carried by voice vote as declared by the Moderator.

ARTICLE 10: AMEND FY2000 WASTEWATER ENTERPRISE FUND BUDGET

To see if the Town will vote to amend and supersede certain parts of the FY2000 Wastewater Enterprise Fund Budget adopted under Article 21 of the 1999 Annual Town Meeting, by deleting the amounts of money appropriated under some line items and appropriating new amounts; under the provisions of M.G.L. Chapter 44, Section 53F½ ;

Line Item	Appropriation	Changing From	Changing To
908	Salaries	$ 392,393	$385,809
909	Purchase of Service	102,400	105,900
912	MWRA Assessment	4,088,380	4,519,711
914	Debt Service	1,183,153	995,000

Or take any other action relative thereto.

Article 10 Explanation: The increase in the purchase of service category is for an additional appropriation of $3,500 for the water meter replacement study. The MWRA assessments and debt service adjustment are final changes which have been determined since the Annual Town Meeting.

MOVED: That the Town vote to amend and supersede certain parts of the FY2000 Wastewater Enterprise Fund Budget adopted under Article 21 of the 1999 Annual Town Meeting, by deleting the amounts of money appropriated under some line items and appropriating new amounts; under the provisions of M.G.L. Chapter 44, Section 53F½ ;

Line Item	Appropriation	Changing From	Changing To
908	Salaries	$ 392,393	$385,809
909	Purchase of Service	102,400	105,900
912	MWRA Assessment	4,088,380	4,519,711
914	Debt Service	1,183,153	995,000.

Mr. John H. Cogswell, Selectman, advised that the Board of Selectmen unanimously recommend adoption of this proposal.

Mr. Paul G. Smith, member, recommended adoption of this proposal on behalf of the Finance Committee.

ACTION: The main motion was presented and carried unanimously by voice vote.

ARTICLE 11: AMEND FISCAL YEAR 2000 SOLID WASTE / RECYCLING ENTERPRISE FUND BUDGET

To see if the Town will vote to amend and supersede certain parts of the FY2000 Solid Waste/ Recycling Enterprise Fund Budget adopted under Article 22 of the 1999 Annual Town Meeting, by deleting the amounts of money appropriated under some line items and appropriating new amounts; under the provisions of M.G.L. Chapter 44, Section 53F1/2;

Line Item	Appropriation	Changing From	Changing To
915	Salaries	$ 357,603	$365,603
916	Purchase of Service	794,500	675,700
917	Expenses	124,364	97,600
920	Debt service	230,339	232,408

Said sum to be raised as follows: Solid Waste Receipts, $585,732; Transfer from the Tax Levy $512,200; and $317,000 from the Solid Waste / Recycling Fund Retained Earnings.

Or take any other action relative thereto.

Article 11 Explanation: The increase in salaries is for a part-time recycling coordinator. The decrease in purchase of service and expenses is related to lower disposal costs resulting from the pay-per throw program, as well as lower recycling costs.

MOVED: That the Town vote to amend and supersede certain parts of the FY2000 Solid Waste/ Recycling Enterprise Fund Budget adopted under Article 22 of the 1999 Annual Town Meeting, by deleting the amounts of money appropriated under some line items and appropriating new amounts; under the provisions of M.G.L. Chapter 44, Section 53F1/2;

Line Item	Appropriation	Changing From	Changing To
915	Salaries	$ 357,603	$365,603
916	Purchase of Service	794,500	675,700
917	Expenses	124,364	97,600
920	Debt service	230,339	232,408

Said sum to be raised as follows: Solid Waste Receipts, $585,732; Transfer from the Tax Levy $512,200; and $317,000 from the Solid

Waste / Recycling Fund Retained Earnings.

Daniel P. Matthews, Selectman, addressed this proposal on behalf of the Board of Selectmen. He explained that the additional money under Line Item 915, Salaries, is for the addition of a part time recycling coordinator and the reduction under Line Item 917 is to adjust the expenses.

Mr. Paul T. Milligan, Chairman, recommended adoption of this proposal on behalf of the Finance Committee, but expressed concern with the amounts in retained earnings partially because the interest does not go into the general fund.

Mr. Ted Weiner expressed concern with the lack of public hearings on the RTS while there are hearings on water and sewer. He suggested that the sticker fee should have been reduced to zero instead of $20.

Mr. Daniel P. Matthews noted that the sticker fee for Senior citizens was reduced to $10.

After a brief discussion, a motion to move the previous question was offered by Mr. William R. Dermody. The motion was presented and carried unanimously by voice vote.

ACTION: The main motion was presented and carried unanimously by voice vote.

ARTICLE 12: APPROPRIATE FOR HIGH SCHOOL HVAC DESIGN

To see if the Town will vote to raise and appropriate the sum of $135,000 for engineering or architectural services and plans and specifications for the ventilation system at the High School, to be spent under the direction of the Permanent Public Building Committee and raised from the tax levy; or take any other action relative thereto.

Article 12 Explanation: The Permanent Public Building Committee has completed a needs assessment study of the High School HVAC system. Based on this study, the PPBC is recommending the next phase, which is an appropriation for engineering and design services. It is anticipated that the appropriation for construction will be brought to the May 2000 Annual Town Meeting.

MOVED: That the Town vote to raise and appropriate the sum of $135,000 for engineering or architectural services and plans and specifications for the ventilation system at the High School, to be spent under the direction of the Permanent Public Building Committee and raised from the tax levy.

A motion to amend was offered by Mr. Gerald A. Wasserman to strike the amount of "$135,000" and insert in place thereof the amount of "$225,000".

Mr. Daniel P. Matthews, Selectman, advised that this request is for design work on the HVAC at the High School. The cost may run as high as $3 million. Mr. Matthews indicated that piecemeal repairs are expensive. The Board of Selectmen recommend that we go forward.

Mr. Paul Denver, member, recommended adoption on behalf of the School Committee. He explained that a team came to accredit the high school and that while the school received high marks, the one discordant note was the problems noted with the facilities, particularly the heating and ventilation system.

Mr. John Connelly, PPBC Chairman, noted that his committee determined that the design fee of $225,000 is sufficient.

Mr. Michael J. Crawford, Vice Chairman, stated that the Finance Committee strongly supports any health and safety issues and recommends adoption of this proposal.

After a brief discussion, a motion to move the previous question was offered by Mr. Maurice P. Handel. The motion was presented and carried by a two-thirds vote as declared by the Moderator.

Mr. Wasserman's motion to amend was presented and carried unanimously by voice vote.

ACTION: The main motion, as amended, was presented and carried unanimously by voice vote.

VOTED: That the Town vote to raise and appropriate the sum of $225,000 for engineering or architectural services and plans and specifications for the ventilation system at the High School, to be spent under the direction of the Permanent Public Building Committee and raised from the tax levy.

ARTICLE 13: APPROPRIATE FOR ROAD REPAIRS

To see if the Town will vote to raise and appropriate the sum of $125,000 for road repairs, to be spent under the direction of the Board of Selectmen and raised from the tax levy; or take any other action relative thereto.

Article 13 Explanation: The Town currently faces over $7,500,000 in reconstruction costs for Chapter 90 eligible roads (State funding) and over $5,000,000 in reconstruction costs necessary for local roads. While the Town has historically received $700,000 annually in Chapter 90 State funding, the State has approved a total of only $468,000 for FY2000 and 2001, a two-thirds reduction. The Board of Selection is recommending a long range plan to establish a regular appropriation for the extraordinary repair of Town roads in order to keep these roads in passable condition until they can be reconstructed.

MOVED: That the Town vote to raise and appropriate the sum of $125,000 for road repairs, to be spent under the direction of the Board of Selectmen and raised from the tax levy.

Mr. John H. Cogswell, Selectman, addressed this proposal on behalf of the Board of Selectmen. He explained that funding is required to do some bandaid road repair until additional state funding becomes available.

Mr. Ford H. Peckham, member, recommended adoption

of this proposal on behalf of the Finance Committee.

In response to a suggestion from Mr. Martin L. B. Walter, Mr. Gerald A. Wasserman advised that the Board of Selectmen is putting pressure on the Legislature for state funding of the roads.

A motion to move the previous question was offered by Mrs. Sheila G. Pransky. The motion was presented and carried unanimously by voice vote.

ACTION: The main motion was presented and carried unanimously by voice vote.

ARTICLE 14 was previously withdrawn earlier this evening.

ARTICLE 15 was unanimously adopted earlier this evening.

ARTICLE 8: AMEND OPERATING BUDGET

To see if the Town will vote to amend and supersede certain parts of the FY2000 Operating Budget adopted under Article 19 of the 1999 Annual Town Meeting, by deleting the amounts of money appropriated under some of the line items and appropriating new amounts for some of the line items;

Line Item	Appropriation	Changing From	Changing To
013	Health Insurance	$4,480,000	$4,505,000
017	Maturing Bonds	1,367,339	1,380,039
018	Interest	392,137	354,034
101	Selectmen, Salaries	333,510	336,510
206	Finance, Purchase of Service	298,900	339,914
208	Finance, Capital Outlay	51,600	53,600
211	Finance Committee, Reserve Fund	644,039	700,000
302	Schools, Purchase of Service	2,703,288	2,703,288
501	Public Works, Salaries	2,179,107	2,195,907
504	Public Works, Capital Outlay	30,700	53,300
701	Planning, Salaries	105,343	106,745

Or take any other action relative thereto.

MOVED: That the Town vote to amend and supersede certain parts of the FY2000 Operating Budget adopted under Article 19 of the 1999 Annual Town Meeting, by deleting the amounts of money appropriated under some of the line items and appropriating new amounts for some of the line items;

Line Item	Appropriation	Changing From	Changing To
013	Health Insurance	$4,480,000	$4,505,000
017	Maturing Bonds	1,367,339	1,380,039
018	Interest	392,137	354,034
101	Selectmen, Salaries	333,510	336,510
206	Finance, Purchase of Service	298,900	339,914
208	Finance, Capital Outlay	51,600	53,600
211	Finance Committee, Reserve Fund	644,039	700,000
302	Schools, Purchase of Service	2,703,288	2,703,288
501	Public Works, Salaries	2,179,107	2,195,907
504	Public Works, Capital Outlay	30,700	53,300
701	Planning, Salaries	105,343	106,745.

A motion to discuss Articles 8 and 16 together and vote on separately was offered by Mr. Paul Theodore Owens. The motion was presented and carried unanimously by voice vote.

A motion to amend was offered by Mr. Paul Theodore Owens to change Line Item 211, Finance Committee, Reserve Fund, from "$644,039" to "$1,157,191".

Mr. Owens, Selectman, addressed this proposal on behalf of the Board of Selectmen He explained that the money is coming from excess revenue. The question is where do you want the money to go. The Finance Committee wants to put it in the Stabilization Fund and the Board of Selectmen want to put it in Line Item 211. If the money is put in the Stabilization Fund, no decision can be made on its use until the next Town Meeting. The Board of Selectmen feel a more appropriate method would be to put the money in the Reserve Fund on a temporary basis.

A motion to amend under Article 16 was offered by Mr. James G. Healy to strike the amount of "$100,000" and insert in place thereof the amount of "$457,191".

Mr. James G. Healy, member, addressed this proposal on behalf of the Finance Committee. He advised that the town has never postponed a transfer of money to the Stabilization Fund until May. He expressed concern that the Board of Selectmen came up with this amendment tonight while the Finance Committee had notified the Board of the Finance Committee's plans three weeks ago. He indicated that if the money is put in the Stabilization Fund, it would be available for emergency purposes such as the overlay shortfall the town had several years ago. This is what the Stabilization Fund can be used for. If the money is placed in the Reserve Fund, it would be in the Operating Budget and would total approximately $1.1 million, the highest ever.

After a suggestion from Town Meeting Member Susan W. Abbott to split the $457,191, a motion to amend under Article 8 was offered by Mr. James G. Healy to change the amount from " $644,039" to "$928,595.50" under Line Item 211, Finance Committee, Reserve Fund.

A second motion to amend was offered by Mr. James G. Healy under Article 16 to strike the amount of "$100,000" and insert in place thereof "$228,595.50". Mr. Healy withdrew his

previous motion to amend under Article 16.

A motion to move the previous question was offered by Mr. Gerald R. Browne. The motion was presented and carried unanimously by voice vote.

Under Article 8, Mr. Healy's motion to amend under Line Item 211, Finance Committee, Reserve Fund, to strike the amount of "$644,039" and insert in place thereof the amount of "$928,595.50" was presented and passed by majority vote as declared by the Moderator.

The Moderator announced that Mr. Owens' motion to amend cannot be acted upon favorably with the passage of Mr. Healy's motion to amend and is therefore withdrawn.

ACTION: The main motion, as amended, was presented and carried unanimously by voice vote.

VOTED: That the Town vote to amend and supersede certain parts of the FY2000 Operating Budget adopted under Article 19 of the 1999 Annual Town Meeting, by deleting the amounts of money appropriated under some of the line items and appropriating new amounts for some of the line items;

Line Item	Appropriation	Changing From	Changing To
013	Health Insurance	$4,480,000	$4,505,000
017	Maturing Bonds	1,367,339	1,380,039
018	Interest	392,137	354,034
101	Selectmen, Salaries	333,510	336,510
206	Finance, Purchase of Service	298,900	339,914
208	Finance, Capital Outlay	51,600	53,600
211	Finance Committee, Reserve Fund	644,039	928,595.50
302	Schools, Purchase of Service	2,703,288	2,703,288
501	Public Works, Salaries	2,179,107	2,195,907
504	Public Works, Capital Outlay	30,700	53,300
701	Planning, Salaries	105,343	106,745.

ARTICLE 16: APPROPRIATE TO STABILIZATION FUND

To see if the Town will vote to raise and appropriate the sum of $100,000 to the Stabilization Fund, as provided for under M.G.L. Chapter 40, Section 5B as amended; or take any other action relative thereto.

MOVED: That the Town vote to raise and appropriate the sum of $100,000 to the Stabilization Fund, as provided for under M.G.L. Chapter 40, Section 5B as amended.

Mr. Healy's motion to amend under Article 16 to strike the amount of "$100,000" and insert in place thereof "$228,595.50" was presented and carried unanimously by voice vote.

ACTION: The main motion, as amended, was presented and carried unanimously by voice vote.

VOTED: That the Town vote to raise and appropriate the sum of $228,595.50 to the Stabilization Fund, as provided for under M.G.L. Chapter 40, Section 5B as amended.

At 12:35 A.M. the following Resolutions were offered by the Board of Selectmen:

RESOLUTION

WHEREAS: Richard Mitchell was born and raised in Wellsville, PA. He was a graduate of Lehigh University and the Carnegie Institute, receiving a masters degree in mechanical engineering. He enjoyed competitive skiing and sailing; and

WHEREAS: Richard Mitchell moved to the Town of Needham with his wife in 1985; and

WHEREAS: He was elected as a Town Meeting Member from Precinct C in 1998, and

WHEREAS: Mr. Mitchell is survived by his wife Millicent, his son Edward and daughters Christy and Margaret and a step-daughter Amy.

NOW, THEREFORE BE IT RESOLVED by this body that this Special Town Meeting be dissolved in honor of the contributions of Richard Mitchell to the Town of Needham.

ACTION: The Resolution was presented and carried unanimously by voice vote.

RESOLUTION

WHEREAS: Alfred S. Coren was born on August 24, 1916 in Boston. He moved to the Town of Needham with his wife in 1955; and

WHEREAS: Al Coren is survived by his two sons, Peter and Stephen; and

WHEREAS: Al Coren served as a Town Meeting Member for several years, a board member on the Needham Community Council and their 1989 recipient of the Leslie B. Cutler Outstanding Service Award, and a member of the Commission on Disabilities and a recipient of their Service to the Community Award; and

WHEREAS: Al Coren was committed to volunteering within the community, at the Deaconess-Glover Hospital and the Needham Community Council and by his efforts was selected as a recipient of

the Needham Exchange Club Award for community service; and

WHEREAS: Al Coren was dedicated to his family, his neighbors, his community and his beliefs.

NOW, THEREFORE BE IT RESOLVED by this body that this Special Town Meeting be dissolved in honor of the civic contributions of Alfred Coren to the Town of Needham.

ACTION: The Resolution was presented and carried unanimously by voice vote.

RESOLUTION

WHEREAS: Ralph Leader was a life-long resident of the Town of Needham who graduated from Needham High School in 1939 and Massachusetts Institute of Technology in 1943, and went directly into the military where he was fighter pilot in China; and

WHEREAS: Mr. Leader was discharged from active duty in 1946 and joined the Massachusetts Air National Guard as a charter member of the reactivated 101st Fighter Squadron, was recalled to active duty in 1961 during the Berlin crisis, and remained an active member of the National Guard until his retirement in 1981 with rank of major general; and

WHEREAS: Mr. Leader served as a member of the Air Force Reserve Policy Committee in Washington, D.C., reporting directly to the Secretary of the Air Force; and

WHEREAS: Mr. Leader was married to Barbara Hopkins and father of two daughters: Christine and Beverly; and

WHEREAS: After returning from the Air Force in 1946 Ralph Leader was hired by Raytheon where he became a leader in the sales of microwave products; and

WHEREAS: Mr. Leader was dedicated to the education of children and played an active role in the formation and development of the Needham Education Foundation, and served as its first president; and

WHEREAS: Mr. Leader was a member of the Needham High School Council and received the Needham High School Distinguished Career Award in 1991.

NOW, THEREFORE BE IT RESOLVED by this body that this Special Town Meeting be dissolved in honor of the many civic contributions of Ralph Leader to the Town of Needham.

ACTION: The Resolution was presented and carried unanimously by voice vote.

Theodora K. Eaton, CMC/AAE
Town Clerk

a true copy
ATTEST:

RECORD OF THE PRESIDENTIAL PRIMARY

Tuesday, March 7, 2000

Pursuant to a Warrant issued by the Selectmen February 15, 2000 the Inhabitants of the Town of Needham qualified to vote in elections met at the polling places designated for the several precincts in said Needham on Tuesday, the seventh day of March in the year 2000 at seven o'clock in the forenoon. The polls remained open until 8:00 o'clock in the afternoon.

The meeting was called to order and the Warrant and the Officer's Return were read by the Wardens of the Precincts.

The ballot boxes were inspected and found to be empty and with the zero report printed. The boxes were then locked and the keys delivered to the Police Officers in attendance.

The ballot clerks were sworn to the faithful performance of their duties by their respective Wardens.

The polling places had been designated as follows:

Precinct A - Hillside School - Gymnasium
Precinct B - Hillside School - Gymnasium
Precinct C - Newman School - Gymnasium
Precinct D - High Rock School - Gymnasium
Precinct E - Pollard Middle School - Room 226
Precinct F - Stephen Palmer Community Room
Precinct G - Broadmeadow School - Gymnasium
Precinct H - Broadmeadow School - Gymnasium
Precinct I- William Mitchell School - Gymnasium
Precinct J- William Mitchell School - Gymnasium

The polls were opened at seven o'clock in the forenoon and were kept open until eight o'clock in the afternoon.

Cards of instruction and specimen ballots were posted as required by Section 48, Chapter 54 of the General Laws.

The ballot box returns in the Precincts were as follows:

PRECINCTS	A	B	C	D	E
7:00 A.M.	0	0	0	0	0
8:00 A.M.	53	108	53	91	68
9:00 A.M.	97	148	123	148	112
10:00 A.M.	142	194	211	183	165
11:00 A.M.	185	244	302	240	243
12:00 NOON	210	278	368	281	282
1:00 P.M.	242	295	454	313	312
2:00 P.M.	272	332	497	341	354
3:00 P.M.	295	375	549	383	402
4:00 P.M.	352	431	595	422	464
5:00 P.M.	403	500	657	475	540
6:00 P.M.	470	569	746	541	631
7:00 P.M.	563	651	818	647	735
8:00 P.M.	624	729	902	708	825

PRECINCTS	F	G	H	I	J
7:00 A.M.	0	0	0	0	0
8:00 A.M.	90	77	146	75	60
9:00 A.M.	176	139	187	139	112
10:00 A.M.	220	179	247	170	190
11:00 A.M.	280	224	299	208	243
12:00 NOON	322	270	365	272	288
1:00 P.M.	351	302	399	323	312
2:00 P.M.	406	338	439	365	356
3:00 P.M.	477	364	489	405	392
4:00 P.M.	517	401	516	470	464
5:00 P.M.	592	498	610	530	523
6:00 P.M.	689	571	710	628	599
7:00 P.M.	830	686	781	723	708
8:00 P.M.	883	779	883	797	777

The Town Clerk upon receipt of the returns from the several precincts forthwith canvassed the same and announced the official results at 10.49 P.M., March 7, 2000.

The total number of votes cast was as follows:

	Republican	Denocrat	Libertarian	Total
Precinct A	280	344	2	626
Precinct B	363	366	1	730
Precincy C	518	384	0	902
Precinct D	358	350	0	708
Precinct E	436	389	1	826
Precinct F	413	470	1	884
Precinct G	384	395	0	779
Precinct H	458	424	0	882
Precinct I	365	432	0	797
Precinct J	398	379	0	777

(The absentee ballots are included in the Total Vote)

TOTAL VOTE CAST - 7,911

(42.40% of Registered Voters)

The result of the balloting was as follows:

	A	B	C	D	E	F	G	H	I	J	TOTAL
REPUBLICAN PARTY											
Total # of Votes Cast	280	363	518	358	436	413	384	458	365	398	3,973
PRESIDENTIAL PREFERENCE											
Alan Keyes	3	4	1	9	11	10	9	12	9	11	79
George W. Bush	89	105	173	103	134	124	116	153	101	129	1,227
Gary Bauer	1	0	0	0	0	1	2	0	1	0	5
John McCain	185	250	332	242	288	269	253	285	251	251	2,606
Steve Forbes	0	1	0	2	2	1	0	1	2	0	9
Orrin Hatch	1	0	0	0	0	0	0	0	0	1	2
No Preference	0	0	2	0	0	0	0	1	0	2	5
Scattered Write-Ins	1	1	2	0	0	0	1	3	0	0	8
Blanks	0	2	8	2	1	8	3	3	1	4	32
STATE COMMITTEE MAN (Norfolk, Bristol & Middlesex District)											
Paul R. Jacobsen	152	188	245	174	180	178	163	200	163	193	1,836
Daryl E. Hanlin	36	54	74	61	104	62	66	72	66	54	649
Scattered Write-Ins	0	1	2	0	2	1	0	1	1	1	9
Blanks	92	120	197	123	150	172	155	185	135	150	1,479
STATE COMMITTEE WOMAN (Norfolk, Bristol & Middlesex District)											
Susan R. Phillips	165	203	303	207	244	225	216	227	202	216	2,208
Scattered Write-Ins	2	0	1	0	2	2	0	0	7	3	17
Blanks	113	160	214	151	190	186	168	231	156	179	1,748
REPUBLICAN TOWN COMMITTEE											
Gregory M. Casey 309 Greendale Avenue	143	168	247	167	190	172	184	207	159	193	1,830
Robert A. Downs 51 Virginia Road	142	175	248	165	197	189	188	187	166	202	1.859
Barbara J. Downs 51 Virginia Road	140	176	250	160	194	191	187	193	161	190	1,842
Kathleen D. Whitney 75Kingsbury Street	134	171	243	166	194	186	191	203	159	185	1,832
Louise V. Condon 43 Oakland Avenue	172	202	303	215	264	254	253	277	221	236	2,397
Robert D. Hall, Jr. 51 Ware Road	144	173	258	182	226	211	195	244	189	208	2,030
Emily M. Salaun 101 Tower Avenue	138	168	245	166	188	182	182	200	162	196	1,827
John H. Cogswell 1479 Great Plain Avenue	148	185	285	182	206	199	212	218	170	206	2,011

REPUBLICAN TOWN COMMITTEE (Continued)

	A	B	C	D	E	F	G	H	I	J	TOTAL
John D. Marr. Jr. 70 Greendale Avenue	151	187	270	179	213	203	201	219	172	217	2,012
Gilbert W. Cox, Jr. 49 Colonial Road	152	194	297	200	235	224	218	242	191	220	2,173
Betsy M. Tedoldi 68 High Street	154	192	276	183	217	217	211	224	178	218	2,070
David R. Nowell 15 Bancroft Street	132	158	242	161	169	164	178	180	151	173	1,708
Elizabeth A. Nowell 15 Bancroft Street	132	161	245	158	170	172	180	180	154	177	1,729
Ruth Z. Nadol 640 Charles River Street	132	160	244	163	171	166	172	175	141	174	1,698
Jeffrey W. Wilmot 103 Hillcrest Road	136	167	246	162	185	177	180	195	159	179	1,786
A. Charles Wilmot 103 Hillcrest Road	134	167	240	159	182	174	179	193	157	178	1,763
Edward J. Reulbach, Jr. 35 Longfellow Road	138	168	243	165	181	200	188	190	149	183	1,805
Michael L. Beard 594 Webster Street	137	168	240	156	174	167	180	173	149	181	1,725
Elizabeth B. Larsen 150 Tudor Road	138	172	251	166	186	188	185	207	161	183	1,837
Alice L. Morrison 1208 Greendale Avenue	139	169	244	170	197	196	192	198	165	190	1,860
Ahmed A. Reda 16 Surrey Lane	130	158	233	154	166	168	173	172	140	174	1,668
Bahi Reda 16 Surrey Lane	131	158	231	156	163	171	172	175	139	174	1,670
Gerald F. O'Keefe 18 Bradford Street	134	165	246	164	173	171	190	186	157	177	1,763
Marcia E. Ward 961 Webster Street	143	164	240	163	176	172	179	176	149	181	1,743
Robert H. Reilly 11 Colby Street	135	162	239	158	181	172	181	186	160	176	1,750
Eleanor Hand Reilly 11 Colby Street	132	163	238	155	173	172	181	183	151	175	1,723
Nicholas S. Renzulli 77 Edwardel Road	135	162	237	156	171	168	171	182	162	175	1,719
Leslie Ann Renzulli 77 Edwardel Road	134	165	231	157	166	173	174	182	158	177	1,717
Daniel J. Tibma 44 Winfield Street	132	168	241	165	173	186	175	177	151	179	1,747
Mary D. Tibma 44 Winfield Street	132	170	236	161	174	187	178	178	152	177	1,745
Carol Johnson Boulris 203 Country Way	146	177	260	186	202	203	195	204	159	186	1,918
Ford H. Peckham 26 Lawton Road	135	169	245	167	190	175	182	192	155	181	1,791
James G. Healy 767 South Street	147	179	259	178	208	195	206	209	166	187	1,934
Richard S. Creem 12 Gary Road	152	172	241	167	179	184	185	188	151	181	1,800
Mark McDonough 173 Fairfield Street	142	171	248	172	191	180	191	224	158	182	1,859
Blanks	4,904	6,721	9,388	6,646	8,635	7,946	6,851	9,111	7,153	7,359	74,714

The result of the balloting was as follows:

	A	B	C	D	E	F	G	H	I	J	TOTAL
DEMOCRATIC PARTY											
Total # of Votes Cast	344	366	384	350	389	470	395	424	432	379	3,933
PRESIDENTIAL PREFERENCE											
Al Gore	219	205	208	193	168	223	194	187	219	199	2,015
Lyndon H. LaRouche, Jr.	0	1	0	0	1	1	1	0	2	0	6
Bill Bradley	117	153	168	152	207	235	191	228	207	175	1,833
No Preference	1	6	1	3	6	1	4	4	3	1	30
Scattered Write-Ins	1	1	4	2	2	5	2	3	1	2	23
Blanks	6	0	3	0	5	5	3	2	0	2	26
STATE COMMITTEE MAN (Norfolk, Bristol & Middlesex District)											
Peter K. Brock	49	47	47	41	46	54	29	46	44	49	452
Walter F. McDonough	185	205	226	210	221	273	250	273	268	227	2,338
Scattered Write-Ins	1	0	1	0	0	1	0	0	0	0	3
Blanks	109	114	110	99	122	142	116	105	120	103	1,140
STATE COMMITTEE WOMAN (Norfolk, Bristol & Middlesex District)											
Victoria A. Budson	193	223	223	213	216	277	234	245	248	218	2,290
Scattered Write-Ins	1	0	0	0	0	1	1	1	0	0	4
Blanks	150	143	161	137	173	192	160	178	184	161	1,639
DEMOCRATIC TOWN COMMITTEE											
Bernard J. Barrett 92 Wilshire Park	166	173	188	156	162	214	189	200	209	169	1,826
Therese E. Burke 14 Otis Street	179	181	196	169	173	234	205	208	220	185	1,950
William T. Burke 14 Otis Street	173	174	196	160	178	227	196	205	220	174	1,903
Sheila G. Pransky 100 Mayflower Road	192	200	228	176	170	243	184	210	211	187	2,001
Alan J. Pransky 100 Mayflower Road	184	189	213	165	162	231	180	199	207	182	1,912
Cheryl Ann Jacques 64 Helen Road	248	251	272	239	252	330	266	282	316	268	2,724
Mary Ellen Herd 146 Warren Street	173	196	203	181	195	241	214	209	239	201	2,052
Lida Eisenstadt Harkins 14 Hancock Road	240	237	256	219	229	307	259	265	292	254	2,558
Catherine C. Wong 31 Rosemary Street	167	188	194	165	164	235	185	198	211	183	1,890
Daniel P. Matthews 31 Rosemary Street	188	195	205	180	182	262	209	230	252	188	2,091

DEMOCRATIC TOWN COMMITTEE (Continued)

	A	B	C	D	E	F	G	H	I	J	TOTAL
Jane B. Murphy 12 Mark Lee Road	171	179	196	166	162	229	185	206	217	183	1,894
Ellen T. Sherman 145 Meadowbrook Road	166	197	215	172	162	240	187	200	211	176	1,926
Susan D. Fleming 22 Morton Street	165	183	191	180	179	241	189	210	222	190	1,950
Judith S. Lebow 73 Mackintosh Avenue	177	185	219	171	156	229	178	201	209	186	1,911
Jeannette Davis 243 Harris Avenue	161	172	189	163	163	218	185	201	212	173	1,837
Sumner S. Fanger 21 Oakland Avenue	174	181	195	159	162	225	180	199	212	178	1,865
Joseph A. Thissell 232 Chestnut Street	164	173	187	163	175	224	191	227	219	180	1,903
Elaine Kassel 174 Parker Road	163	179	193	162	153	221	175	194	211	179	1,830
Norman P. Jacques 760 Highland Avenue	184	191	207	171	177	248	199	218	238	192	2,025
Eleanor M. Jacques 760 Highland Avenue	180	190	199	170	173	241	191	211	224	189	1,968
Charles G. Wright 36 Maple Street	170	179	187	165	160	227	174	203	216	177	1,858
Judith F. Solo 100 Damon Road	160	179	186	155	153	218	171	187	206	170	1,785
Jeffrey M. Friedman 138 Oak Street	166	184	194	170	156	219	175	196	205	180	1,845
Carol S. Knapton 100 Lawton Road	165	178	186	164	170	225	184	193	212	173	1,850
David A. Knapton 100 Lawton Road	162	169	181	154	159	217	180	191	206	168	1,787
Julie E. Stevens 1 8 George Aggott Road	161	175	191	156	162	219	176	189	206	169	1,804
Edmund J. Mahoney, Jr. 40 Walnut Street	170	172	194	170	162	222	189	203	215	172	1,869
Patrick C. Forde 66 Washington Avenue	160	173	183	158	169	221	192	209	238	168	1,871
Mary J. P. O'Brien 27 Carol Road	168	181	189	167	160	219	188	203	215	171	1,861
Rachel Spector 24 Lexington Avenue	170	189	209	176	160	241	185	202	216	195	1,943
Walter A. Wright, III 121 Thornton Road	173	177	192	165	166	223	188	224	212	180	1,900
Edward V. Cosgrove, III 17 Laurel Drive	164	180	189	165	190	226	191	197	220	172	1,894
Thomas M. Harkins 41 Laurel Drive	173	184	196	180	195	250	197	217	228	183	2,003
Arthur M. Tiernan, Jr. 21 Warren Street	174	177	195	159	171	235	197	205	222	177	1,912
John J. Romeo 22 Woodlawn	171	178	186	166	175	236	227	212	231	185	1,967
Blanks	5,918	6,321	6,440	6,293	7,578	8,212	7,064	7,536	7,320	6,808	69,490

	A	B	C	D	E	F	G	H	I	J	TOTAL
LIBERTARIAN PARTY											
Total # of Votes Cast	2	1	0	0	1	1	0	0	0	0	5
PRESIDENTIAL PREFERENCE											
Kip Lee	1	-	-	-	1	-	-	-	-	-	2
Harry Browne	-	1	-	-	-	1	-	-	-	-	2
Edison P. McDaniels, Sr.	1	-	-	-	-	-	-	-	-	-	1
Larry Hines	-	-	-	-	-	-	-	-	-	-	-
David Lynn Hollist	-	-	-	-	-	-	-	-	-	-	-
L. Neil Smith	-	-	-	-	-	-	-	-	-	-	-
No Preference	-	-	-	-	-	-	-	-	-	-	-
Blanks	-	-	-	-	-	-	-	-	-	-	-
STATE COMMITTEE MAN (Norfolk, Bristol & Middlesex District)											
No Nomination											
Blanks	2	1	-	-	1	1	-	-	-	-	5
STATE COMMITTEE WOMAN (Norfolk, Bristol & Middlesex District)											
No Nomination											
Blanks	2	1	-	-	1	1	-	-	-	-	5
TOWN COMMITTEE											
No Nomination											
Scattered Write-Ins	-	-	-	-	1	-	-	-	-	-	1
Blanks	6	3	-	-	2	3	-	-	-	-	14

The ballots cast in the several precincts were returned to the Town Clerk in the sealed containers. The voting lists used at the entrance to the polling places and at the ballot boxes and a copy of the precinct record of the election were also returned, all properly sealed in conformity with the laws governing elections.

Adjourned 10:45 P.M., March 7, 2000.

Theodora K. Eaton, CMC
Town Clerk

ATTEST:

RECORD OF THE ANNUAL TOWN MEETING MONDAY, APRIL 10, 2000

Pursuant to a Warrant issued by the Selectmen February 29, 2000 the Inhabitants of the Town of Needham qualified to vote in elections met at the polling places designated for the several precincts in said Needham on Monday, the tenth day of April in the year 2000 at forty-five minutes after six o'clock in the forenoon.

The meeting was called to order and the Warrant and the Officer's Return were read by the Warden of the Precincts, the reading of the articles in the Warrant being waived upon motion.

The ballot boxes were inspected and found to be empty and with the zero report printed. The boxes were then locked and the keys delivered to the Police Officers in attendance.

The ballot clerks were sworn to the faithful performance of their duties by their respective Wardens.

The polling places had been designated as follows:

Precinct A - Hillside School - Gymnasium
Precinct B - Hillside School - Gymnasium
Precinct C - Newman School - Gymnasium
Precinct D - High Rock School - Gymnasium
Precinct E - Pollard Middle School - Room 226
Precinct F - Stephen Palmer Community Room
Precinct G - Broadmeadow School - Gymnasium
Precinct H - Broadmeadow School - Gymnasium
Precinct I - William Mitchell School - Gymnasium
Precinct J - William Mitchell School - Gymnasium

The polls were opened at forty-five minutes after six o'clock in the forenoon and were kept open until eight o'clock in the afternoon.

ARTICLE 1: ANNUAL TOWN ELECTION

To choose by ballot the following Town Officers:

One Moderator for One Year;
Two Selectmen for Three Years;
One Assessor for Three Years;
Two Members of School Committee for Three Years;
One Member of School Committee for One Year;
Two Trustees of Memorial Park for Three Years;
One Trustee of Memorial Park for One Year;
Two Trustees of Needham Public Library for Three Years;
One Trustee of Needham Public Library for Two Years;
One Member of Board of Health for Three Years;
One Member of Planning Board for Five Years;
One Member of Needham Housing Authority for Five Years;
One Commissioner of Trust Funds for Three Years;
Two Members of Park & Recreation Commission for Three Years;
Nine Town Meeting Members from Precinct A for Three Years;
One Town Meeting Member from Precinct A for Two Years;
Nine Town Meeting Members from Precinct B for Three Years;
Two Town Meeting Members from Precinct B for One Year;
Nine Town Meeting Members from Precinct C for Three Years;
Two Town Meeting Members from Precinct C for Two Years;
One Town Meeting Member from Precinct C for One Year;
Nine Town Meeting Members from Precinct D for Three Years;
One Town Meeting Member from Precinct D for Two Years;
One Town Meeting Member from Precinct D for One Year;
Eight Town Meeting Members from Precinct E for Three Years;
Eight Town Meeting Members from Precinct F for Three Years;
One Town Meeting Member from Precinct F for Two Years;
One Town Meeting Member from Precinct F for One Year;
Eight Town Meeting Members from Precinct G for Three Years;
Eight Town Meeting Members from Precinct H for Three Years;
Two Town Meeting Members from Precinct H for One Year;
Eight Town Meeting Members from Precinct I for Three Years;
Eight Town Meeting Members from Precinct J for Three Years.

Article 2: BALLOT QUESTION

To submit the following question upon the official ballot to the voters of the Town:

QUESTION 1: DEBT EXCLUSION: ELEMENTARY SCHOOLS

" Shall the Town of Needham be allowed to exempt from the provisions of Proposition two and one-half, so called, the amount required to pay for the bond issued in the principal amount of $31,500,000 for the following elementary school projects including necessary design, engineering and equipping: (1) addition to and renovation of the Broadmeadow School; (2) construction of a new Eliot School; (3) repairs to the High Rock School, to be used during the construction for the Broadmeadow and Eliot School projects; and (4) partial renovations to the Newman School so that it may be used for the pre-school program which is now located at the High Rock School?"

Article 3: BALLOT QUESTION

To submit the following question upon the official ballot to the voters of the Town:

QUESTION 2: DEBT EXCLUSION: High School

Shall the Town of Needham be allowed to exempt from the provisions of Proposition two and one-half, so called, the amount required to pay for the bond issued in the principal amount of $5,350,000 for: (1) heating and ventilation system replacement; (2) gym, auditorium and other facility improvements; and (3) paving at Needham High School, including necessary design, engineering and equipping?

The ballot box returns in the Precincts were as follows:

PRECINCTS	A	B	C	D	E
7:00 A.M.	0	10	7	1	3
8:00 A.M.	70	60	32	60	45
9:00 A.M.	117	100	89	90	87
10:00 A.M	156	138	132	119	131
11:00 A.M.	189	171	190	157	166
12:00 NOON	222	196	292	184	212
1:00 P.M.	251	225	336	225	244
2:00 P.M.	287	257	390	243	283
3:00 P.M.	326	301	420	293	319
4:00 P.M.	367	337	459	337	373
5:00 P.M.	438	390	517	398	432
6:00 P.M.	496	455	590	483	501
7:00 P.M.	594	526	667	567	597
8:00 P.M.	667	605	757	626	691

PRECINCTS	F	G	H	I	J
7:00 A.M.	6	15	0	8	3
8:00 A.M.	73	59	100	58	57
9:00 A.M.	140	107	200	124	124
10:00 A.M.	174	136	258	157	161
11:00 A.M.	212	187	294	229	203
12:00 NOON	268	236	344	269	241
1:00 P.M.	313	260	380	308	269
2:00 P.M.	344	281	431	346	303
3:00 P.M.	372	316	484	376	326
4:00 P.M.	410	363	546	437	376
5:00 P.M.	486	440	637	505	433
6:00 P.M.	577	497	690	613	534
7:00 P.M.	660	636	740	749	616
8:00 P.M.	756	713	920	847	713

The Town Clerk upon receipt of the returns from the several precincts forthwith canvassed the same and announced the official results at 9:21 P.M. April 10, 2000.

(The absentee ballots are included in the Total Vote)
TOTAL VOTE CAST: 7,927 - 39.94%

The result of the balloting was as follows:

TOWN OFFICES

	A	B	C	D	E	F	G	H	I	J	TOTAL
Total Number of Votes Cast	667	605	757	626	691	756	713	920	848	714	7,297
MODERATOR (for one year)(Vote for One)											
Michael K. Fee	458	441	546	447	481	547	532	646	568	526	5,192
Scattered Write-Ins	4	1	5	0	2	1	3	3	0	3	22
Blanks	205	163	206	179	208	208	178	271	280	185	2,083
SELECTMAN (for three years)(Vote for Two)											
William M. Powers	334	318	411	334	385	394	366	505	407	358	3,812
Charles D. Hecht	77	64	58	73	43	68	55	74	59	55	626
Kathleen M. Lewis	150	151	164	178	129	214	164	194	180	144	1,668
Colleen F. Schaller	306	312	387	306	397	388	409	530	494	422	3,951
Theodore Weiner	188	167	149	123	154	164	163	166	167	150	1,591
Scattered Write-ins	1	0	2	1	7	1	6	3	3	4	28
Blanks	278	198	343	237	267	283	263	368	386	295	2,918
ASSESSOR (for three years)(Vote for One)											
No Nomination:											
Write-In: David R. Suny	4	0	4	0	5	0	2	0	0	1	16
Scattered Write-Ins	57	36	69	35	40	57	46	61	58	42	501
Blanks	606	569	684	591	646	699	665	859	790	671	6,780

TOWN OFFICES

	A	B	C	D	E	F	G	H	I	J	TOTAL
Total Number of Votes Cast	667	605	757	626	691	756	713	920	848	714	7,297
SCHOOL COMMITTEE (for three years)(Vote for NOT MORE THAN TWO)											
Paul F. Denver	383	355	434	367	399	469	457	559	560	425	4,408
Donald B. Gratz	394	326	391	308	324	390	353	415	423	358	3,682
Scattered Write-Ins	3	0	2	0	2	8	1	3	2	3	24
Blanks	554	529	687	577	657	645	615	863	711	642	6,480
SCHOOL COMMITTEE (for one year)(Vote for One)											
Gary C. Crossen	390	354	435	337	379	456	424	513	494	432	4,214
Scattered Write-Ins	4	1	1	0	1	2	2	2	2	2	17
Blanks	273	250	321	289	311	298	287	405	352	280	3,066
TRUSTEE OF MEMORIAL PARK (for three years)(Vote for NOT MORE THAN TWO)											
John J. Logan, Jr.	386	366	426	358	402	468	438	518	471	413	4,246
Edward L. McCallum	333	308	374	297	338	395	383	440	427	358	3,653
Scattered Write-Ins	0	0	1	0	0	0	0	4	1	3	9
Blanks	615	536	713	597	642	649	605	878	797	654	6,686
TRUSTEE OF MEMORIAL PARK (for one year)(Vote for One)											
William R. Dermody	390	379	442	364	403	464	444	549	492	465	4,392
Scattered Write-Ins	0	0	1	0	0	0	2	2	0	1	6
Blanks	277	226	314	262	288	292	267	369	356	248	2,899
TRUSTEE OF NEEDHAM PUBLIC LIBRARY (for three years)(Vote for NOT MORE THAN TWO)											
Emily M. Salaun	399	352	428	366	380	445	403	541	506	446	4,266
Gregory John Shesko	377	342	404	351	378	445	410	492	480	394	4,072
Scattered Write-Ins	1	0	3	0	1	0	1	2	0	2	10
Blanks	557	516	679	535	623	622	612	805	710	586	6,245
TRUSTEE OF NEEDHAM PUBLIC LIBRARY (for two years) Vote for One)											
Mary Lou Twickler	410	390	450	381	397	480	447	552	519	458	4,484
Scattered Write-Ins	2	0	1	0	1	2	1	1	1	1	10
Blanks	255	215	306	245	293	274	265	367	328	255	2,803
BOARD OF HEALTH (for three years)(Vote for ONE)											
Alan K. Stern	428	390	457	392	406	490	437	562	521	459	4,542
Scattered Write-Ins	0	0	1	1	2	1	0	1	2	1	9
Blanks	239	215	299	233	283	265	276	357	325	254	2,745
PLANNING BOARD (for five years)(Vote for ONE)											
Maurice P. Handel	395	366	435	362	386	478	430	536	493	455	4,336
Scattered Write-Ins	0	1	1	0	1	0	1	3	0	2	9
Blanks	272	238	321	264	304	278	282	381	355	257	2,952
NEEDHAM HOUSING AUTHORITY (for five years)(Vote for ONE)											
Paulette J. Turner	264	252	298	281	267	353	298	353	366	311	3,043
Robert T. Heald	220	213	239	211	253	242	265	325	265	229	2,462
Scattered Write-Ins	0	0	1	0	0	1	1	0	1	1	5
Blanks	183	140	219	134	171	160	149	242	216	173	1,787
COMMISSIONER OF TRUST FUNDS (for three years)(Vote for ONE)											
Karl R. Schofield	380	351	404	352	369	432	419	522	471	417	4,117
Scattered Write-Ins	0	1	1	0	1	0	1	2	0	1	7
Blanks	287	253	352	274	321	324	293	396	377	296	3,173

TOWN OFFICES

	A	B	C	D	E	F	G	H	I	J	TOTAL
Total Number of Votes Cast	667	605	757	626	691	756	713	920	848	714	7,297
PARK & RECREATION COMMISSION (for three years)(Vote for NOT MORE THAN TWO)											
Thomas J. Conroy	388	370	432	356	404	452	437	560	497	434	4,330
Richard B. Weitzen	361	318	395	321	321	391	397	471	452	366	3,793
Scattered Write-Ins	2	1	4	0	1	0	0	3	1	2	14
Blanks	583	521	683	575	656	669	592	806	746	626	6,457
QUESTION #1 - Debt Exclusion - Elementary Schools											
YES	468	370	552	428	476	545	513	642	597	508	5,099
NO	186	225	181	187	204	203	192	264	232	196	2,070
Blanks	13	10	24	11	11	8	8	14	19	10	128
QUESTION #2 - Debt Exclusion - High School											
YES	468	393	572	448	499	576	535	666	632	524	5,313
NO	184	203	156	166	179	173	173	240	201	179	1,854
Blanks	15	9	29	12	13	7	5	14	15	11	130

TOWN MEETING MEMBERS

* Not Elected

PRECINCT A (for three years) (Vote for NOT MORE THAN NINE)

Donald B. Gratz	352	Beverly E. Luskin	332
Alan J. Davidson	347	Ruth P. Siskowitz	316
George Tarallo	344	Richard D. Lempitski	315
John D. Genova	340	Write-Ins:	
Sylvia Shuman	338	* Stanley E. Piltch	2
Louise P. Swanson	334	Scattered Write-Ins:	2

PRECINCT A (for two years)(Vote for ONE)

Stuart J. Farkas	397	Scattered Write-Ins:	0

PRECINCT B (for three years)(Vote for NOT MORE THAN NINE)

George Giunta, Jr.	325	John J. Frankenthaler	296
John F. Whalen, Jr.	316	Write-Ins:	
Richard B. Moody	312	Dawn B. Dow	9
Albert E. Mills	305	Stephen L. Dornbusch	2
Jolene Marie Birmingham	302	Lola L. Tatakis	2
		Scattered Write-Ins:	27

TOWN MEETING MEMBERS

PRECINCT B (for one year)(Vote for NOT MORE THAN TWO)

Julio Farulla	352	Scattered Write-Ins:	11
Write-In:			
Andrew J. Maynard	2		

PRECINCT C (for three years)(Vote for NOT MORE THAN NINE)

Jan D. Campbell	406	Daniel L. Lintz	373
Sandra Balzer Tobin	385	Daniel P. Messing	373
Mark J. Gluesing	381	David W. Lombard	362
Peter A. Alpert	378	Eric D. Leskowitz	357
Lyn Robbins-Jekowsky	375	Scattered Write-Ins:	11

PRECINCT C (for two years)(Vote for NOT MORE THAN TWO)

Susan A. Barber	427	Scattered Write-Ins:	10
Barry S. Levine	382		

PRECINCT C (for one year)(Vote for ONE)

Davis Gilman Johnson	447	Scattered Write-Ins:	2

PRECINCT D (for three years)(Vote for NOT MORE THAN NINE)

Karl H. Clauset, Jr.	355	Claudia B. Wallace	300
Christopher J. Condon	329	Thomas F. Soisson	298
Roger B. Hunt	303	Serge J. Zdanovich	268
Cynthia L. Conturie	302	Write-In:	
Bruce T. Eisenhut	302	Julene E. Schultz	5
		Scattered Write-Ins:	13

PRECINCT D (for two years)(Vote for ONE)

Kathryn L. D'Addesio	384	Scattered Write-Ins:	1

PRECINCT D (for one year)(Vote for ONE)

Maura B. Steeves	361	Scattered Write-Ins:	1

PRECINCT E (for three years)(Vote for NOT MORE THAN EIGHT)

Thomas M. Harkins	378	Ronald L. Morrison	330
Linda J. Novak	351	Jeffrey A. Kleiman	328
Cynthia J. Chaston	340	Theodore L. Baker	318
Michelle S. Ardini	338	Paul A. Siegenthaler	318
		Scattered Write-Ins:	3

TOWN MEETING MEMBERS

PRECINCT F (for three years)(Vote for NOT MORE THAN EIGHT)

Richard W. Gatto	450	Erin E Bradley	376
Deborah S. Winnick	423	Jeffrey D. Heller	363
Vincent J. Fabiani	402	Write-Ins:	
Elizabeth M. Keil	391	Gail E. Davis	19
Phyllis S. Fanger	389	Scattered Write-Ins:	40

PRECINCT F (for two years)(Vote for ONE)

Ada W. Suydam	384	Scattered Write-Ins:	1

PRECINCT F (for one year)(Vote for ONE)

Write-Ins:		Scattered Write-Ins:	44
Michele K. Wolfman	14		

PRECINCT G (for three years)(Vote for NOT MORE THAN EIGHT

Susan Welby	404	Marsha C. Salett	311
John J. Romeo	374	Richard B. Weitzen	302
Michael P. Hourigan	348	Richard DeMeis	298
Helen Jursek	325	* Frank S. Gallello	262
Mary Lou Twickler	312	* Patrick W. Tacelli	231
		Scattered Write-Ins:	11

PRECINCT H (for three years)(Vote for NOT MORE THAN EIGHT

Ellen M. Grady	516	Daniel J. Kumin	454
John A. Bulian	513	Write-Ins:	
Thomas J. Hannigan, Jr.	491	Gregory P. Igo	19
Peter Friedenberg	480	Terry G. Windhorst	18
Julia Satti Cosentino	459	Scattered Write-Ins:	47

PRECINCT H (for one year)(Vote for NOT MORE THAN TWO)

Elizabeth P. Handler	523	Scattered Write-Ins:	16
Write-Ins:			
Wendy J. Perlman	2		

PRECINCT I (for three years)(Vote for NOT MORE THAN EIGHT)

Maura O. Walsh	495	Write-Ins:	
Patrick C. Forde	474	* Michael J. Boyd	2
Lorraine M. Murphy	471	* Gary C. Crossen	2
Gerald R. Browne	457	* Jane W. Lockhart	2
Alan D. Burt	453	* Gerald C. Rovner	2
Keith McClelland	434	Scattered Write-Ins:	26
Michael T. Vaughn	419		

TOWN MEETING MEMBERS

PRECINCT J (for three years)(Vote for NOT MORE THAN EIGHT

John D. Marr, Jr.	400	William M. Hynes	373
Barbara J. Downs	393	Write-Ins:	
Catherine J. Barker	390	Elton J. Delaune	42
Robert A. Downs	389	Judith Lee Campbell	41
Margaret A. Tucker	387	Scattered Write-Ins:	49

The ballots cast in the several precincts were returned to the Town Clerk in the sealed containers. The voting lists used at the entrance to the polling place and at the ballot boxes and a copy of the precinct record of the election were also returned, all properly sealed in conformity with the laws governing elections.

Adjourned at 9:21 P.M., April 10, 2000.

Theodora K. Eaton, CMC/AAE,

Town Clerk

a true copy
ATTEST:

ELECTION
(To break Tie Vote in Precinct D
for Write-In Candidates for Three-Year Term)

Tuesday, April 18, 2000
7:00 P.M.

In accordance with Section 9, Chapter 403 of the Acts of 1971 (Town Charter), a meeting of the Town Meeting Members from Precinct D was held on Tuesday, April 18, 2000 at 7:00 P.M. for the purpose of electing one of several write-in candidates receiving tie votes to fill a vacancy until the next Annual Town Election The vacancy was created by the re-election of William M. Powers to the Board of Selectmen who becomes a Town Meeting Member-At-Large. The ballots were cast with the following results:

Mark S. Driscoll	2 Votes
John Michael Negoshian	2 Votes
Nancy B. Shultz	5 Votes

Theodora K. Eaton, CMC/AAE,
Town Clerk

Attest:

ELECTION
(To break Tie Vote in Precinct B
for Write-In Candidates)

Monday, May 1, 2000
6:45 P.M.

In accordance with Section 9, Chapter 403 of the Acts of 1971 (Town Charter), a meeting of the Town Meeting Members from Precinct B was held on Monday, May 1, 2000 at 6:45 P.M. for the purpose of electing one of several write-in candidates receiving tie votes to fill a vacancy until the next Annual Town Election The vacancy was created by the resignation of Lola L. Tatakis. The ballots were cast with the following results:

Irene M. Dale	4 Votes
John Lewis	3 Votes
Sharon C. Fener	2 Votes
Michael Graham	2 Votes
Paul McNealy	1 Vote
John M. O'Hara	1 Vote
Arthur J. Lewis	1 Vote
Corine Wong	1 Vote

Theodora K. Eaton, CMC/AAE,
Town Clerk

Attest:

ELECTION
(To break Tie Vote in Precinct I
for Write-In Candidates for Three-Year Term)

Tuesday, April 18, 2000
7:30 P.M.

In accordance with Section 9, Chapter 403 of the Acts of 1971 (Town Charter), a meeting of the Town Meeting Members from Precinct A was held on Tuesday, April 18, 2000 at 7:30 P.M. for the purpose of electing one of several write-in candidates receiving tie votes in Precinct I for the three-year term. The ballots were cast the with the following results:

Michael John Boyd	0 Votes
Gary C. Crossen	6 Votes
Jane W. Lockhart	1 Vote
Gerald C. Rovner	4 Votes

Theodora K. Eaton, CMC/AAE,
Town Clerk

Attest:

ELECTION
(To break Tie Vote in Precinct D
for Write-In Candidates)

Monday, May 1, 2000
6:45 P.M.

In accordance with Section 9, Chapter 403 of the Acts of 1971 (Town Charter), a meeting of the Town Meeting Members from Precinct D was held on Monday, May 1, 2000 at 6:45 P.M. for the purpose of electing one of several write-in candidates receiving tie votes to fill a vacancy until the next Annual Town Election The vacancy was created by the resignation of Nancy B. Shultz. The ballots were cast with the following results:

Mark S. Driscoll	5 Votes
John Michael Negoshian	4 Votes

Theodora K. Eaton, CMC/AAE,
Town Clerk

Attest:

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4.	Appropriate For Korean War Memorial	3/4
5.	Appropriate For DPW Vehicle Study	4
6.	Appropriate For Eliot School Design	4/5
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8.	Amend Operating Budget	6/9-10
9.	Amend FY 2000 Water Enterprise Fund Budget	6/7
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Special Town Meeting - May 8 - 10, 2000

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ANNUAL TOWN MEETING FOR THE TRANSACTION OF BUSINESS

May 1, 2000

Pursuant to a Warrant issued by the Selectmen February 29, 2000, the Inhabitants of the Town of Needham qualified to vote in Town Affairs met in the Derwood A. Newman Elementary School on Monday, May 1, 2000, at 7:30 o'clock in the afternoon.

The checkers appointed by the Selectmen were sworn to the faithful performance of their duties by the Town Clerk.

Check lists were used and 250 voters, including 232 Town Meeting Members, were checked on the list as being present.

The meeting was called to order at 7:30 o'clock by the Moderator, Michael K. Fee. The colors were presented by the Joseph Borrelli, Andrew Lawson, and Paul O'Keefe, members of the VFW Post 2498, while those present joined in pledging allegiance to the flag. Coleman Flanagan, High School Senior, played the National Anthem on the trumpet. The Moderator thanked Tina Drake and Jordan Pransky for manning the microphones this evening.

At the designation of the President of the Needham Clergy Association, current President, Reverend Gordon C. Swan, Pastor of The First Baptist Church in Needham, gave the invocation.

The call to the meeting and the officer's return were read by the Town Clerk, the reading of the articles in the Warrant being waived upon motion.

The Moderator declared a quorum to be present and requested the Town Clerk to so record.

The Town Meeting Members were sworn to the faithful performance of their duties by the Town Clerk.

The Moderator announced the following ground rules and these were adopted unanimously:

1. A speaker will be ruled out of order who refers to personalities. Let us remember that we are ONE community and ONE Town Meeting Family with one common goal: the best interests of our town.

2. I ask that you rise to be recognized and address the Moderator. Please state your name and precinct when recognized so that the Town Clerk may keep an accurate record.

3. Your attention is drawn to the disclosure required by an attorney employed by one who has an interested in a matter as set forth in Art. I, Sec. 1.9 of the Needham General By-Laws.

4. Blank forms for lengthy motions are available from Town Counsel, Mr. Tobin, and should be employed. If lengthy or complicated motions are not drafted and submitted for review by the Moderator and Town Counsel prior to being placed on the floor, the speaker will yield the floor to another speaker while the drafting and formulation process is underway.

5. Short motions to amend and procedural motions need not be in writing.

6. Parliamentary procedures known as "points of information" and "points of order" shall be strictly construed so as not to elongate or permit debate after a motion to move the previous question has been placed on the floor.

7. Limits on debate shall be enforced by the Moderator.

8. Questions asked for general informational purposes unrelated to the matter under consideration by the meeting shall be ruled out of order.

9. As stated in the Moderator's memorandum to Town Meeting Members, inappropriate conduct involving the T.V. cameras shall be dealt with swiftly by the chair and will be deemed to be out of order.

10. Unanimous consent was given to adopt the following limits of debate:

20 Minutes in total - Committee Chairpersons, Proponents, Attorneys representing proponents; subject to extension by the Moderator.

8 Minutes - Town Meeting Members, non-Town Meeting Members, visitors other than attorneys.

The Moderator reminded Town Meeting Members of the following amendment to the General By-Laws passed under Article 80 at the 1998 Annual Town Meeting: If two-thirds vote of the Town Meeting is required by statute, a count shall not be taken unless it is deemed necessary by the Moderator in the fulfillment of the duties of the office.

As in previous years, with respect to Article 24, the Fiscal Year 2001 Operating Budget, as well as Articles 25, 26, 27, and Article 11 in the Special Town Meeting noticed for Monday May 8, 2000, no motion to amend which adds funds to a particular line item or items will be in order unless the movant identifies the line items elsewhere in the budget from which these funds will be taken.

Hearing no objection, the Moderator finds unanimous consent that the rules of practice concerning debate and rules of procedure as described by the Moderator are voted and adopted and the Town Clerk will so record.

Changes in affirmative motions contrasted with articles were noted by the Moderator.

The Moderator announced that the proponents of Articles 10, 11, 12, 14, 35, 38, 39, 40, 41, 47, 52, 53, 54, 55, 57, 65, 66, 67, 68, and 80 requested unanimous consent to withdraw these articles. Town Meeting Members indicated that there were no objections to the withdrawal of Articles 10, 11, 12, 14, 35, 38, 39, 40, 41, 47, 52, 53, 54, 55, 57, 65, 66, 67, 68, and 80. It was voted unanimously to withdraw Articles 10, 11, 12, 14, 35, 38, 39, 40, 41, 47, 52, 53,54, 55, 57, 65, 66, 67, 68, and 80.

The Moderator announced the following articles that will be the subject of a motion to refer back and thus cannot be adopted

by unanimous consent. Articles 21 and 63.

The Moderator announced the following articles in which there will be motions to amend and therefore cannot be passed by unanimous consent: Articles 7, 9, 18, 24, 25, 26, 27, 29, 30, 36, 37, 42, 46, 49, 50, 60, 62, 64, 69, 70, and 73.

The Moderator asked unanimous consent to omit the reading of the articles and to refer to them by number only. Any Town Meeting Member who wished to "question" or "debate" should so indicate when the number was called and those articles not so indicated would be adopted by unanimous consent. There was no objection and the Moderator declared this method to be adopted unanimously.

The Moderator then proceeded to call each article in the Warrant by number commencing with Article No 4. No Town Meeting Member responded with "question" or "debate" to the following articles: 16, 22, 23, 28, 31, 32, 33, 34, 43, 44, 48, 59, 76, and 77.

The Moderator then called each of the above-mentioned articles by number and no objection was heard to adoption by unanimous consent. The Moderator stated that the Town Counsel had filed copies of an affirmative motion for each article with the Town Clerk on April 25, 2000, and that the motions had been available for public scrutiny since that date. It was moved that all affirmative motions for the above-mentioned articles be adopted by unanimous consent. It was so unanimously voted and the Town Clerk was requested to so record. As a result thereof, said articles and the votes thereunder are as follows:

ARTICLE 16: ACCEPT CHAPTER 73, SECTION 4 OF THE ACTS OF 1986 (CONTINUATION OF INCREASE IN PROPERTY TAX EXEMPTION LIMITS)

To see if the Town will vote to accept, for Fiscal Year 2001, the provisions of Section 4 of Chapter 73 of the Acts of 1986, as amended by Chapter 126 of the Acts of 1988, which amends Chapter 59 of the General Laws relative to real estate property tax exemptions and approve an increase in the amount of 30% for each eligible exemption; or take any other action relative thereto.

Article 16 Explanation and Summary of Chapter 73, Section 4 of the Acts of 1986 and Chapter 126 of the Acts of 1988: Town Meeting approval of the additional exemption, as well as application for the exemption by the taxpayer, must be made annually. Approval was first granted by the May 1993 Town Meeting. The Board of Selectmen has, each year, recommended that the exemption increase by the percentage increase in property taxes for the prior year. In fiscal year 2000 the exemption was 26%. Acceptance of Section 4 of Chapter 73 of the Acts of 1986, as amended by Chapter 126 of the Acts of 1988, permits the Town to grant an additional exemption to certain taxpayers who are surviving spouses, surviving minors of deceased parents, persons over the age of 70, certain veterans and disabled veterans and their surviving spouses, parents of veterans who died in wartime service and blind individuals, and who qualify for an exemption under any one of the following clauses of Section 5 of Chapter 59 of the General Laws:

Clauses 17, 17C, 17D, 22, 22A, 22B, 22C, 22D, 22E, 37, 37A, 41, 41B, 41C, 42, or 43.

The additional exemption shall be uniform for all exemptions but shall not exceed one hundred percent of a taxpayers original exemption. No taxpayer may pay less tax than paid on the preceding year, except through the application of General Laws, Chapter 58, Section 8A or Chapter 59, Section 5, clause 18. The taxable valuation of the taxpayer's property shall not be less than ten percent of its fair cash value.

MOVED: That the Town vote to accept, for Fiscal Year 2001, the provisions of Section 4 of Chapter 73 of the Acts of 1986, as amended by Chapter 126 of the Acts of 1988, which amends Chapter 59 of the General Laws relative to real estate property tax exemptions and approve an increase in the amount of 30% for each eligible exemption.

ACTION: So voted by unanimous vote.

ARTICLE 22: ACCEPT MGL CHAPTER 194 OF THE ACTS OF 1998 (RETIREMENT BENEFITS FOR CERTAIN RETIREES)

To see if the Town will vote to accept Chapter 194 of the Acts of 1998; or take any other action relative thereto.

Article 22 Explanation: The Town has already accepted legislation which provides this benefit to those who retired after January 12, 1988. This Article will provide equity to those who retired prior to that date. There are twenty individuals who retired prior to January 12, 1988 having elected Retirement Option C, which provides for a monthly benefit to be paid to the beneficiary (usually the spouse) upon the death of the retiree. Four retirees have lost their spouses and, therefore, their benefits will "Pop Up" to the Retirement Option A benefit if this legislation is accepted. This presents a one time cost to the Retirement System of $8,608. For the remaining sixteen retirees who may be affected, the estimated increase in benefits could be a maximum of $31,000 per year, which will occur only if the beneficiary dies prior to the retiree.

MOVED: That the Town vote to accept Chapter 194 of the Acts of 1998.

ACTION: So voted by unanimous vote.

ARTICLE 23: ACCEPT MGL CHAPTER 127 SECTION 51 OF THE ACTS OF 1999 (3 PERCENT COLA ADJUSTMENT FOR RETIRES)

To see if the Town will vote to accept MGL Chapter 127, Section 51 of the Acts of 1999; or take any other action relative thereto.

Article 23 Explanation: This will allow the Retirement Board to grant an annual Cost of Living Adjustment (COLA) to those qualified retirees of up to three percent (3%). The current legislation provides for a COLA to be paid which reflects the increase in the Consumer Price Index as determined by the Commissioner of Social Security. In FY1999, a 2.1 % COLA increase was provided. In FY2000, a 1.3% COLA increase was

provided. According to the Retirement Board Actuary, because the Town has already assumed a COLA of three percent in its actuarial analysis, there is no additional impact on the Town's retirement liability.

MOVED: That the Town vote to accept MGL Chapter 127, Section 51 of the Acts of 1999.

ACTION: So voted by unanimous vote.

ARTICLE 28: CONTINUE DEPARTMENTAL REVOLVING FUNDS

To see if the town will vote to continue revolving funds for certain town departments pursuant to the provisions of G.L., Chapter 44, Section 53E ½ for the fiscal year beginning July 1, 2000:

Revolving Fund	Authority to Spend	Revenue Source	Use of Fund	FY2001 Budget
School Busing	School Committee	Fee Based Busing Program Receipts	Transportation of students to and from School	$200,000
Memorial Park	Memorial Park Trustees	Food Concessions	Improvements to Memorial Park	$4,100
Local Transportation	Council on Aging Director	MBTA, Grant Revenues, Town Appro.	Transportation program for COA	$40,000
Yard Waste Processing Program	Board of Selectmen /DPW Director	Appropriation from Town and Participating Communities	Multi-community yard waste processing program	$75,000
Home Composting Bin Account	Board of Selectmen / DPW Director	DEP Grant / Sales of Bins	Purchase of additional home composting bins	$2,000
Human Rights Committee Invest. Account	Board of Selectmen / Town Administrator	MCAD	Costs related to the Investigation of MCAD complaints	$2,000
Senior Center Activities	Council on Aging Director	Program Fees	Costs related to social programs for elderly	$1,000

or take any other action relative thereto.

Article 28 Explanation and Summary of G.L. Chapter 44, Section 53E ½: A revolving fund established under the provisions of G.L. Chapter 44, Section 53E ½ must be authorized annually by vote of the Town Meeting. The fund shall be credited with only the departmental receipts received in connection with the programs supported by such revolving fund and expenditures may be made from the revolving fund without further appropriation, subject to the provisions of Section 53E.

The Annual Town Meeting authorization for each revolving fund shall specify:

(1) the programs and purposes for which the revolving fund may be expended;

(2) the departmental receipts which shall be credited to the revolving fund;

(3) the board, department or officer authorized to expend from such fund; and

(4) a limit on the amount which may be expended from such fund in the ensuing year.

In any fiscal year the Board of Selectmen and the Finance Committee may approve an increase in the amount to be spent from the revolving fund, but in no event shall any agency, board, department or officer be authorized to expend in any one fiscal year more than one percent of the amount raised by the Town by taxation in the most recent fiscal year for which a tax rate has been certified pursuant to G.L. Chapter 59, section 23.

MOVED: That the Town vote to continue revolving funds for certain town departments pursuant to the provisions of G.L., Chapter 44, Section 53E ½ for the fiscal year beginning July 1, 2000:

Revolving Fund	Authority to Spend	Revenue Source	Use of Fund	FY2001 Budget

School Busing	School Committee	Fee Based Busing Program Receipts	Transportation of students to and from School	$200,000
Memorial Park	Memorial Park Trustees	Food Concessions	Improvements to Memorial Park	$4,100
Local Transportation	Council on Aging Director	MBTA, Grant Revenues, Town Appro.	Transportation program for COA	$40,000
Yard Waste Processing Program	Board of Selectmen /DPW Director	Appropriation from Town and Participating Communities	Multi-community yard waste processing program	$75,000
Home Composting Bin Account	Board of Selectmen / DPW Director	DEP Grant / Sales of Bins	Purchase of additional home composting bins	$2,000
Human Rights Committee Invest. Account	Board of Selectmen / Town Administrator	MCAD	Costs related to the Investigation of MCAD complaints	$2,000
Senior Center Activities	Council on Aging Director	Program Fees	Costs related to social programs for elderly	$1,000

ACTION: So voted by unanimous vote.

ARTICLE 31: APPROPRIATE FOR BROADMEADOW SCHOOL RENOVATIONS AND ADDITION

To see if the Town will vote to raise and appropriate the sum of $15,550,000 for the architectural design, engineering, additions, reconstruction and equipping of the Broadmeadow School, to be spent under the direction of the Permanent Public Building Committee, and to meet this appropriation the Treasurer, with the approval of the Board of Selectmen, is authorized to borrow up to $15,550,000 for a period of up to 20 years for the bonds under M.G. L. Chapter 44, Section 7; or Chapter 645 of the Acts of 1948 as amended; or take any other action relative thereto.

Article 31 Explanation: This project is the design, renovation, addition and equipping of the Broadmeadow School. At the May 1999 Annual Town Meeting, $400,000 was approved for a portion of the design costs for this school.

MOVED: That the Town vote to raise and appropriate the sum of $15,550,000 for the architectural design, engineering, additions, reconstruction and equipping of the Broadmeadow School, to be spent under the direction of the Permanent Public Building Committee, and to meet this appropriation the Treasurer, with the approval of the Board of Selectmen, is authorized to borrow up to $15,550,000 for a period of up to 20 years for the bonds under M.G. L. Chapter 44, Section 7; or Chapter 645 of the Acts of 1948 as amended.

ACTION: So voted by unanimous vote.

ARTICLE 32: APPROPRIATE FOR NEW ELIOT SCHOOL

To see if the Town will vote to raise and appropriate the sum of $14,500,000 for the architectural design, engineering, construction and equipping of the new Eliot School, to be spent under the direction of the Permanent Public Building Committee, and to meet this appropriation the Treasurer, with the approval of the Board of

Selectmen, is authorized to borrow up to $14,500,000 for a period of up to 20 years for the bonds under G. L. Chapter 44, Section 7 or Chapter 645 of the Acts of 1948 as amended; or take any other action relative thereto.

Article 32 Explanation: This project is the design, building and equipping of a new Eliot School, to be built on the same site of the current school, which will be demolished. At the November 1999 Special Town Meeting, $400,000 was approved for a portion of the design costs for this school.

MOVED: That the Town vote to raise and appropriate the sum of $14,500,000 for the architectural design, engineering, construction and equipping of the new Eliot School, to be spent under the direction of the Permanent Public Building Committee, and to meet this appropriation the Treasurer, with the approval of the Board of Selectmen, is authorized to borrow up to $14,500,000 for a period of up to 20 years for the bonds under G. L. Chapter 44, Section 7 or Chapter 645 of the Acts of 1948 as amended.

ACTION: So voted by unanimous vote.

ARTICLE 33: APPROPRIATE FOR HIGH ROCK SCHOOL IMPROVEMENTS

To see if the Town will vote to raise and appropriate the sum of $207,000 for the architectural design, engineering, reconstruction and equipping of the High Rock School, to be spent under the direction of the Permanent Public Building Committee, and to meet this appropriation the Treasurer, with the approval of the Board of Selectmen, is authorized to borrow up to $207,000 for a period of up to 20 years for the bonds under G. L. Chapter 44, Section 7 or Chapter 645 of the Acts of 1948 as amended; or take any other action relative thereto.

Article 33 Explanation: The need for this project is triggered by the proposed renovations of the Eliot and Broadmeadow elementary schools. During the renovation of these facilities, it is proposed that they be vacated and that the students temporarily be located at the High Rock School until construction is completed.

MOVED: That the Town vote to raise and appropriate the sum of $207,000 for the architectural design, engineering, reconstruction and equipping of the High Rock School, to be spent under the direction of the Permanent Public Building Committee, and to meet this appropriation the Treasurer, with the approval of the Board of Selectmen, is authorized to borrow up to $207,000 for a period of up to 20 years for the bonds under G. L. Chapter 44, Section 7 or Chapter 645 of the Acts of 1948 as amended.

ACTION: So voted by unanimous vote.

ARTICLE 34: APPROPRIATE FOR NEWMAN SCHOOL IMPROVEMENTS

To see if the Town will vote to raise and appropriate the sum of $400,000 for the architectural design, engineering, reconstruction and equipping of the Newman School, to be spent under the direction of the Permanent Public Building Committee, and to meet this appropriation the Treasurer, with the approval of the Board of Selectmen, is authorized to borrow up to $400,000 for a period of up to 20 years for the bonds under G. L. Chapter 44, Section 7or Chapter 645 of the Acts of 1948 as amended; or take any other action relative thereto.

Article 34 Explanation: This Article will fund the relocation of the pre-school program which is currently housed in the High Rock School. It will be permanently relocated to the Newman School since the High Rock School will be used for Broadmeadow and Eliot School students during these construction projects.

MOVED: That the Town vote to raise and appropriate the sum of $400,000 for the architectural design, engineering, reconstruction and equipping of the Newman School, to be spent under the direction of the Permanent Public Building Committee, and to meet this appropriation the Treasurer, with the approval of the Board of Selectmen, is authorized to borrow up to $400,000 for a period of up to 20 years for the bonds under G. L. Chapter 44, Section 7or Chapter 645 of the Acts of 1948 as amended.

ACTION: So voted by unanimous vote.

ARTICLE 43: APPROPRIATE FOR SCHOOL DATA BASE RECORD SYSTEM

To see if the Town will vote to raise and appropriate the sum of $57,000 for a school record data base system, to be spent under the direction of the Board of Selectmen and raised from the tax levy; or take any other action relative thereto.

Article 43 Explanation: This request is for software and hardware to support an enhanced district wide student record data base. The software will run in conjunction with the existing MacSchool student record software that resides at each school site. It will automate the centralized compilation, integration and reporting of data that is generated and maintained at the school site level. This will improve the efficiency with which data is compiled to meet Massachusetts Department of Education annual reporting requirements and will provide an integrated and comprehensive student data base for program and policy analysis and development. A cost estimate for this system is: software application - $21,000; installation / implementation / training - $21,000; and, hardware - $15,000.

MOVED: That the Town vote to raise and appropriate the sum of $57,000 for a school record data base system, to be spent under the direction of the Board of Selectmen and raised from the tax levy.

ACTION: So voted by unanimous vote.

ARTICLE 44: APPROPRIATE FOR LOCAL AREA / WIDE AREA NETWORK

To see if the Town will vote to raise and appropriate the sum of $92,000 for Phase 2 of the local area / wide area computer network, to be spent under the direction of the Board of Selectmen and raised from the tax levy; or take any other action relative thereto.

Article 44 Explanation: This request is for funding of year 2 of a 5 year master plan for a town wide local area/wide area computer network. The first phase was funded at the 1999 Annual Town Meeting at $168,000 to provide for standardized office automation software applications across all departments, centralized backup of all data files on a regular basis, and e-mail communication and file sharing among all departments. Phase 2 will build upon Phase 1 through the acquisition of the following: permits/licenses software and a server to support the software- $45,000; office automation software for police and a server to support it $22,350; office automation training- $1,500; a " firewall" to prevent unauthorized access to the network - $15,000; and software applications to support the Park & Recreation Department and the Town Clerk's office - $7,500.

MOVED: That the Town vote to raise and appropriate the sum of $92,000 for Phase 2 of the local area / wide area computer network, to be spent under the direction of the Board of Selectmen and raised from the tax levy.

ACTION: So voted by unanimous vote.

ARTICLE 48: APPROPRIATE FOR HANDICAPPED RAMPS

To see if the Town will vote to raise and appropriate the sum of $50,000 for the construction of handicapped ramps at various sidewalk locations, to be spent under the direction of the Board of Selectmen and raised from the tax levy; or take any other action relative thereto.

Article 48 Explanation: On January 21, 1997, the State Architectural Access Board (AAB) issued the Town a Notice of Non-Compliance and the Town was ordered to construct 66 ramps at 46 locations over a three year period. In excess of $140,000 has been appropriated for this work, but due to increased costs of construction, $35,000 in additional funds are needed to comply with AAB's Notice of Non-compliance. The balance will be used to begin to address approximately 2000 intersections requiring handicapped ramps. DPW anticipates similar requests for funding in future years to continue this process.

MOVED: That the Town vote to raise and appropriate the sum of $50,000 for the construction of handicapped ramps at various sidewalk locations, to be spent under the direction of the Board of Selectmen and raised from the tax levy.

ACTION: So voted by unanimous vote.

ARTICLE 59: APPROPRIATE FOR WASTEWATER PUMP STATION PUMP REPLACEMENT

To see if the Town will vote to raise and appropriate the sum of $25,000 for two wastewater pump station pump replacements, to be spent under the direction of the Board of Selectmen and raised from Wastewater receipts; or take any other action relative thereto.

Article 59 Explanation: The estimated useful life of pump station pumps is 12 to 15 years. The goal of this program is to minimize emergency calls due to mechanical failures by replacing pumps that have outlived their useful lives. It seeks $25,000 a year to finance the replacement of two pumps per year. There are 23 pumps in operation in the Town's pump stations. This request is for Year 2 funding of an ongoing program to replace pumps at the various stations around town. This appropriation will be used to replace one of the pumps at the Great Plain Avenue pump station and a pump at either of the Richardson Drive or Lake Drive Pump Stations.

MOVED: That the Town vote to raise and appropriate the sum of $25,000 for two wastewater pump station pump replacements, to be spent under the direction of the Board of Selectmen and raised from Wastewater receipts.

ACTION: So voted by unanimous vote.

ARTICLE 76: CONTINUE COMMUNITY CENTER STUDY COMMITTEE

To see if the Town will continue the Community Center Study Committee, established by vote of the 1994 Annual Town Meeting under Article 59, to direct and authorize said Committee to study the options for providing a community facility that may meet the current and future needs for youth, recreation, cultural and senior programs, said Committee shall report back to the next Annual Town Meeting or sooner; or take any other action relative thereto.

MOVED: That the Town vote to continue the Community Center Study Committee, established by vote of the 1994 Annual Town Meeting under Article 59, to direct and authorize said Committee to study the options for providing a community facility that may meet the current and future needs for youth, recreation, cultural and senior programs, said Committee shall report back to the next Annual Town Meeting or sooner.

ACTION: So voted by unanimous vote.

ARTICLE 77: CONTINUE SCHOOL SAFETY STUDY COMMITTEE

To see if the Town will vote to continue the School Safety Study Committee, established by vote of the 1991 Special Town Meeting under Article 10, direct and authorize said Committee to continue the study and evaluation of safe walking routes for Needham School children, to develop and recommend minimum and uniform safety criteria regarding school walking routes, to address the issue of age appropriate walking routes and distances and to generally examine the issue of safe student access to and from their schools, said Committee to report to the next Annual Town Meeting or sooner; or take any other action relative thereto.

MOVED: That the Town vote to continue the School Safety Study Committee, established by vote of the 1991 Special Town Meeting under Article 10, direct and authorize said Committee to continue the study and evaluation of safe walking routes for Needham School children, to develop and recommend minimum and uniform safety criteria regarding school walking routes, to address the issue of age appropriate walking routes and distances and to generally examine the issue of safe student access to and from their schools, said Committee to report to the next Annual Town Meeting or sooner.

ACTION: So voted by unanimous vote.

ARTICLE 4: COMMITTEE AND OFFICER REPORTS

To hear and act on the reports of Town Officers and Committees.

Under Article 4, Finance Committee Chairman, Paul Milligan, presented an overview of the Fiscal Year 2001 capital projects and the level of debt. He explained that the Finance Committee is required by law to prepare a budget that balances expenditures with projected revenues. This year the Finance Committee devoted substantial attention in its deliberations to the funding of capital projects and the level of debt assumed by the Town.

The Finance Committee has applied the following guidelines to form its recommendations to Town Meeting:

1. Debt service on levy funded projects should be kept within 3% of the tax levy;

2. Total debt service should not exceed 10% of the total revenue, which includes General, RTS, water/sewer, and override revenue; and

3. When possible, the Town should fund some projects each year with cash, not debt, especially those of a shorter life span or involving maintenance/repair.

According to Mr. Paul Milligan, the primary reason for the 3% cap is to protect future operating budgets of the town. For FY01, with total projected revenue of approximately $67 million, each 1% of debt burden is $670,000 that is otherwise unavailable to fund the operating budgets of the town. For FY01, the Finance Committee is recommending two sources of funds traditionally not used for funding significant capital. During the scheduled Special Town Meeting next Monday, the Finance Committee will recommend that a substantial amount of the FY00 Reserve Fund be used to fund various capital projects.

In closing, the Town faces uncertainty on several significant financial issues as it enters FY01. As stated in the past, unless the Town can keep the rate of increased expenses well within the rate of revenue growth, deficits are the inevitable product of Proposition 2 ½. For FY01, this concern is particularly acute. While the revenue increased by 4.6% from FY00 to FY01, the townwide expenses increased approximately 12%. The Finance Committee strongly believes that the town must adhere to the 3% and 10% guildelines.

ACTION: The Committee reports were accepted and the Moderator declared Article 4 disposed of.

The Moderator introduced and welcomed Xia Lu, an exchange teacher from China, who is currently teaching at the Needham High School.

At this time the Moderator proceeded with the remaining Articles in the Warrant.

ARTICLE 5: AMEND ZONING BY-LAW - WIRELESS COMMUNICATIONS FACILITIES

To see if the Town will vote to amend the Needham Zoning By-Law, as follows:

) In Section 2.1, Classes of Districts, by adding a new Overlay District designation and category as follows:

"WCFT - Wireless Communications Facilities Towers Overlay"

) In Section 3, Use Regulations, by inserting a new Subsection 3.7, Wireless Communications Facilities Towers Overlay District, to read as follows:

"3.7 Wireless Communications Facilities Towers Overlay District

3.7.1 Purpose of District

The purpose of the Wireless Communications Facilities Towers Overlay District is to promote the health, safety and general welfare of the community while accommodating the communications needs of the general public. Those purposes are to be achieved by minimizing the adverse visual effect of wireless communication equipment towers, facilities and devices, by providing safeguards for the general public, by avoiding potential damage to adjacent properties, by maximizing the use of existing towers and buildings, by concealing new equipment within or on existing towers or buildings, and by encouraging co-location of equipment to accommodate the needs of wireless communication in order to reduce the number of towers needed to service the community.

3.7.2 Scope of Authority

The Wireless Communications Facilities Towers Overlay District shall be considered as overlying other use districts established by this By-Law. Within the Wireless Communications Facilities Towers Overlay District, the requirements of the underlying district continue to apply except as may be specifically superseded herein. The provisions of this section 3.7 shall not be applicable to towers presently in existence or to towers that may be constructed in the future that serve commercial television or radio communications purposes. The scope of authority of this section 3.7 shall be limited to personal wireless services and equipment related thereto as defined in section 6.7.2 of this By-Law.

3.7.3 Uses in the Wireless Communications Facilities Towers Overlay District

3.7.3.1 Permitted Uses

All uses permissible and as regulated within the underlying district. See Section 6.7 Wireless Communications Facilities.

3.7.3.2 Special Permit Uses

(a) All uses permitted by special permit in the underlying district at that location may be allowed upon the issuance of a special permit by the Board of Appeals under such conditions as that Board may require.

(b) Free-standing monopoles and free-standing lattice towers which meet the following criteria:

1. Free-standing monopoles and free-standing lattice towers shall be no higher than 199 feet.

2. The setback from a free-standing monopole or a free-standing lattice tower shall be at least 125 feet from the property line.

3. Monopoles are the preferred mount for such structures. The applicant for a wireless communication lattice tower shall demonstrate that such installation will reduce the number of standalone facilities needed for wireless communication facilities by enabling greater co-location of wireless communication equipment than

would otherwise have been achievable on a monopole installation.

4. Co-location of wireless communication equipment on existing towers and buildings is encouraged. The applicant for a wireless communication monopole or lattice tower shall demonstrate that the communication equipment planned for the proposed structure cannot be accommodated on an existing or approved tower or structure or building within one-half mile search radius of a proposed monopole or lattice tower for one or more structural, technical, economic or other reasons as documented by a qualified engineer or other qualified professional including, but not limited to the following:

   (a) no such tower or building exists.

   (b) the structural capacity of the existing tower or structure is inadequate and cannot be modified at a reasonable cost, the proposed equipment will interfere with the usability of existing equipment.

   (c) the owner of an appropriate building or structure has effectively denied permission to co-locate by unreasonable delay or commercially unreasonable terms or conditions.

   (d) the height of an existing tower or structure is not adequate to permit the proposed equipment to function.

   In the event that co-location is found to be not feasible, a written statement of the reasons for the infeasibility shall be submitted to the Board of Appeals. The Board of Appeals may retain a technical expert in the field of RF engineering to verify if co-location at the site is not feasible or is feasible given the design configuration most accommodating to co-location. The cost for such a technical expert will be at the expense of the applicant, said fee should be reasonable, customary and actual. The Board of Appeals may deny a special permit to an applicant that has not demonstrated a good faith effort to provide for co-location.

5. Every special permit issued by the Board of Appeals for a new monopole or lattice tower shall be automatically subject to the condition that the permit holder must allow co-location upon the structure by other wireless communication providers upon commercially reasonable terms and conditions and without unreasonable delay, if such co-location is technically feasible. It is expressly provided that any requirement imposed by a permit holder which requires the payment of rent in excess of industry standards or which allows co-location only if the requesting party provides comparable space on one of its structures to the permit holder shall be deemed to be commercially unreasonable.

3.7.4 Establishment and Delineation of Wireless Communications Facilities Tower Overlay District

For the purposes of this district, there are hereby established within the town certain wireless communications facilities towers overlay districts, consisting of areas which are delineated on a map entitled, "Zoning Map of the Town of Needham, Massachusetts": as originally dated September 1924 and revised to May 15, 1989, and as revised and amended to date and on file in the Office of the Town Clerk.

3.7.5 Severability

A determination that any portion or provision of this overlay protection district is invalid shall not invalidate any other portion or provision thereof, nor shall it invalidate any special permit previously issued thereunder."

(c) In Section 6, Special Regulations, by inserting a new Subsection 6.7, Wireless Communications Facilities, to read as follows:

"6.7 Wireless Communications Facilities

6.7.1 Intent

The purpose of this section is to accommodate the communication needs of the general public while promoting the health, safety and general welfare of the community. These purposes are to be achieved by minimizing the adverse visual effect of wireless communication equipment towers, facilities and devices, by providing safeguards for the general public, by avoiding potential damage to adjacent properties, by maximizing the use of existing towers and buildings, by concealing new equipment within or on existing towers or buildings, and by encouraging co-location of equipment to accommodate the needs of wireless communication in order to reduce the number of towers needed to service the community.

6.7.2 Definitions

For the purposes of this section, the following words and phrases shall have the following meanings:

Antenna - a device, usually a metal rod, dish or panel, for receiving and transmitting electromagnetic signals, including, but not limited to radio, video, telephone or data transmissions.

Building-mounted wireless communication equipment - both roof-mounted and facade-mounted wireless communication equipment.
Carrier - a company that provides wireless service.

Co-location - the use of a single mount on the ground by more than one carrier (vertical co-location) and/or several mounts on an existing building or structure by more than one carrier.

Environmental Assessment (EA) - the document required by the Federal Communications Commission (FCC) and the National Environmental Policy Act (NEPA) when a personal wireless service facility is placed in certain designated areas.

Equipment Shelter - an enclosed structure, cabinet, shed or box at the base of the mount within which are housed batteries and electrical equipment.

Facade-mounted wireless communication equipment - wireless communications equipment attached to a vertical wall, exterior surface or ornamental feature other than the roof of a building or structure.

Free Standing Device - a monopole wireless service facility not requiring guy wires for support; and any other device mounted on the ground and not mounted on any existing building or structure.

Guyed Tower - a monopole or lattice tower that is tied to the ground or other surface by diagonal cables.

Height - a distance measured from the average grade of the land surrounding the device to its highest point, surface or projection, in the case of free-standing devices, or a distance measured from the average grade of the land surrounding the exterior walls of a building to the highest point, surface or projection of the device, in the case of devices mounted on existing buildings.

Interior-mounted wireless communication equipment - wireless communications equipment that is wholly within a building or structure, including such equipment within a mechanical penthouse, steeples, bell towers, cupolas or other architectural features which are not completely enclosed.

Lattice Tower - a type of mount that is self-supporting with multiple legs and cross-bracing of structural steel.

Monopole - the type of mount that is self-supporting with a single shaft of steel or concrete and a platform for antennas arrayed at the top.

Personal Wireless Services - Wireless telecommunications services regulated by the Federal Communications Commission ("FCC") and defined as "personal wireless services" in Section 704, or other sections, of the Federal Telecommunications Act of 1996 as amended; by way of example but not limitation, personal wireless services include cellular telephone services, so-called personal communications services ("PCS") and paging services.

Radio Frequency (RF) Engineer - an engineer specializing in electrical or microwave engineering, especially the study of radio frequencies.

Roof-mounted wireless communication equipment - wireless communications equipment attached to the primary roof of a building.

Security Barrier - A locked, impenetrable wall, fence or berm that completely seals an area from unauthorized entry or trespass.

Wireless Communication Equipment - any device or other apparatus, fixed at a location, for transmission and reception of telecommunication that performs the function of antennas, together with any supporting structures, equipment and facilities ancillary and/or accessory thereto, including, but not limited to panel antennas, whip antennas, free-standing monopoles (not lattice shaped towers except as allowed in sections 6.7.3.1(b), 6.7.3.1(c) and 6.7.3.3(h) below), dish and cone shaped antennas, satellite earth station antennas, personal wireless communication systems facilities, paging service facilities, cellular telephone service facilities, mobile radio service facilities and related equipment boxes serving personal wireless services exclusively.

It is recognized that technology is rapidly changing and the definitions herein are intended to encompass such wireless communication equipment as it evolves over time.

6.7.3 Use Regulations

6.7.3.1 Permitted As of Right

The following wireless communication equipment is allowed as-of-right, subject to the criteria of section 6.7.5 and the review process of section 6.7.6, if applicable:

(a) Equipment used solely for receiving or transmitting wireless communication customary for private residential use, even if such equipment is used in conjunction with non-residential structures, including but not limited to, a conventional television or radio antenna, fixed wireless personal communication system, direct broadcast satellite antenna one (1) meter or less in diameter, and multipoint distribution service antenna or home satellite dish of not more than two (2) meters in diameter or measured diagonally; provided that in the case of a home satellite dish that is free-standing, such satellite dish shall be installed in the rear yard only.

(b) Equipment owned and operated by an amateur radio operator licensed by the FCC, which device shall be installed at the minium height necessary for the functioning of amateur radio communication in accordance with the licensing requirements for that location. Such equipment, which may include a ground-mounted lattice style tower, shall be allowed in accordance with the setback requirements for primary structures in the district in which it is located. No commercial use of equipment or supporting structures which were installed for amateur radio operation is permitted.

(c) Towers used for the purposes set forth in M.G.L. Chapter 40A, Section 3.

(d) Antennas attached to an existing utility pole or utility structure, such as the support for an electrical transmission tower or electrical distribution pole, but no higher than ten (10) feet above the existing structure, provided that the total height from the ground to the top of the antenna does not exceed fifty-five (55) feet and provided that all control and operating equipment associated with the antenna shall be camouflaged or completely screened from view in some other manner. Antennas shall be placed on any structure so as to

minimize the visual impacts off-site. This provision shall not apply within 150 feet of the right-of-way of any scenic roadway where such use shall not be permitted.

(e) Roof-mounted wireless communication equipment in the commercial, industrial, and institutional districts (a) which does not extend more than ten (10) feet above the height of an existing building, (b) which is set back from the edge of the roof the distance it is high, and (c) whose equipment will be housed within the existing building or on the rooftop in such a way as to be not visible from the street level or to be constructed in such a way and of such material as to appear as part of the existing structure.

(f) Facade-mounted equipment located in the commercial, industrial, and institutional districts (a) which does not extend above the face of any wall or exterior surface in the case of structures that do not have walls, (b) which is concealed within or behind existing architectural features or within material consistent with the design features and materials of the building, (c) which does not obscure any window or other architectural feature, and (d) which has been finished in a color and style to blend with the surface on which it is mounted.

(g) All interior-mounted wireless communications equipment is allowed in commercial, industrial and institutional districts. In residential districts interior-mounted wireless communication equipment shall be permitted in existing steeples, bell towers, cupolas, and spires of non-residential buildings or structures existing on January 1, 2000.

6.7.3.2 Prohibited

Lattice style towers, guyed towers, and facilities requiring three or more legs and/or guy wires for support shall not be allowed except as permitted under 6.7.3.1(b), 6.7.3.1(c), and 6.7.3.3(h). Lattice style towers, guyed towers, and facilities requiring three or more legs and/or guy wires existing or approved on the effective date of this bylaw may be used for wireless communications equipment, subject to section 6.7.3.3(f).

6.7.3.3 Special Permit

The Board of Appeals may issue a special permit under the provisions of section 7.5.2 and subject to the criteria of section 6.7.5 for:

(a) Antennas attached to an existing utility pole or utility structure not otherwise allowed in section 6.7.3.1(d) hereof.

(b) Roof-mounted wireless communication equipment in the commercial, industrial and institutional districts not otherwise allowed in section 6.7.3.1(e) hereof.

(c) Facade-mounted equipment located in the commercial, industrial and institutional districts not otherwise allowed in section 6.7.3.1(f) hereof.

(d) Any interior-mounted wireless communication equipment in non-residential buildings or structures not otherwise allowed in section 6.7.3.1(g) hereof.

(e) Satellite earth station antennas not otherwise allowed as-of-right.

(f) Modification or addition of wireless communication equipment on or to existing free-standing monopoles or towers, except those monopoles and towers constructed for the purposes allowed in section 6.7.3.1 above.

(g) Any equipment ancillary to antennas otherwise allowed under sections 6.7.3.1 or 6.7.3.3 hereof, which cannot be located in the rear yard and/or does not meet the setback requirements for the district in which it is located. An applicant may apply for a special permit allowing an alternate location by showing that such equipment (i) is required for successful transmission or reception or is otherwise required by the FCC, (ii) cannot due to its size or other health or safety reasons be located within the building, and (iii) cannot be located in the rear yard and/or within applicable setbacks for one or more of the following reasons: the size of the equipment; the size of the rear, front and/or side yards; the location within the rear yard or applicable setbacks would result in the removal of required parking; and the aesthetic purposes of the bylaw would be better served by such alternate location.

(h) Free-standing monopoles and free-standing lattice towers located in the Wireless Communications Facilities Tower Overlay District which meet the criteria outlined in section 3.7.3.2(b).

6.7.4 Submittal Requirements

Ten copies of the following information must be submitted for an application to be considered complete:

(a) Name, address and telephone number of applicant and any co-applicants as well as any agents for the applicant or co-applicant with original signatures.

(b) A locus plan at a scale of 1" = 200' which shall show all property lines, the exact location of the proposed structure(s), street landscape features, dwellings and other structures within one-hundred (100) feet of the property line.

(c) Equipment brochures for the proposed wireless communication facility such as manufacturer's specifications or trade journal reprints shall be provided for the antennas, mounts, equipment shelters, cables as well as cable runs, and security barrier, if any.

(d) Materials of the proposed wireless communication facility specified by generic type and specific treatment (e.g., anodized aluminum, stained wood, painted fiberglass, etc.). These shall be provided for antennas, mounts, equipment shelters, cables as well as cable runs, and security barrier, if any.

(e) Colors of the proposed personal wireless facility showing actual color proposed on a color board. Colors shall be provided for the antennas, mounts, equipment shelters, cables, as well as cable runs, and security barrier, if any.

(f) Dimensions of the proposed wireless service facility specified for all three directions: height, width and breadth. These shall be provided for the antennas, mounts, equipment shelters and security barrier, if any.

(g) Appearance shown by at least two photographic superimpositions of the wireless communication facility with its antennas and/or panels presented to scale. For satellite dishes or antennas, a color photographic imposition illustrating the dish or antenna at the proposed location is required. A color photographic imposition shall also be prepared illustrating a view of the tower, dish or antenna from the nearest street or streets.

(h) The following information must be prepared and signed by a registered professional engineer:

(i) a description of the facility and the technical, economic and other reasons for the proposed location, height and design.

(ii) confirmation that the facility complies with all applicable Federal and State standards.

(iii) a description of the capacity of the facility including the number and type of panels, antennas and/or transmitter receivers that it can accommodate and the basis for these calculations.

(iv) if applicable, a written statement that the proposed facility complies with, or is exempt from applicable regulations administered by the Federal Aviation Administration (FAA), Federal Communications Commission (FCC), Massachusetts Aeronautics Commission and the Massachusetts Department of Public Health.

(v) a schedule for periodic (at least annually) maintenance.

(i) In the case of a special permit application, an application for Site Plan Review as outlined in section 7.4.4.

.5 Decision Criteria

All wireless communication equipment, except that described ection 6.7.3.1(a) must satisfy the following criteria:

(a) Wireless communication equipment shall be installed, erected, maintained and used in compliance with all applicable federal and state laws and regulations, including, but not limited to, radio frequency emissions regulations issued pursuant to the Telecommunications Act of 1996 including all successors to such laws and regulations. An applicant seeking to construct or install wireless communication equipment shall submit a report from a qualified engineer or other appropriate professional certifying that the proposed equipment meets the requirements of these regulations. This report shall be submitted prior to any site plan approval or special permit application or at the time of a building permit application if there is no review.

(b) Wireless communication equipment must at all times be maintained in good and safe condition and comply with all applicable FCC standards and shall be removed within 90 days of the date when all use of such equipment ceases. This provision shall apply to all wireless communication equipment and structures in support of that equipment, including such equipment and structures existing on the effective date of this section. Continued compliance with these conditions shall be maintained by the operator of the equipment and the owner of the structure. Failure to comply with these conditions shall constitute a zoning violation.

(c) All wireless communication equipment shall be sited, screened, and/or painted or otherwise colored or finished to blend in with the building or structure on which it is mounted or in a manner which aesthetically minimizes the visibility of the devices in the surrounding landscape or on the building or structure to which they are attached. In certain circumstances, additional architectural features or changes to the facade may be necessary to maintain the balance and integrity of the design of the building or structure with building-mounted wireless communication equipment.

(d) Wireless communication facilities shall be designed and installed at the minimum height necessary for the proper functioning of the telecommunications services to be provided at that location.

(e) There shall be no advertising or signs on or in the vicinity of the wireless communication facility, except for no trespassing signs and a required sign, not exceeding four square feet, which shall display a phone number where a person responsible for maintenance can be reached on a twenty-four hour basis, or other signs as may be required by law.

(f) Any fencing used to control access to wireless communication equipment shall be compatible with the visual character of the structures in the surrounding neighborhood, to the extent possible.

(g) Equipment boxes for building-mounted wireless communication equipment must be either interior to the building on which it is located, camouflaged, and/or screened from view from the public way to the maximum extent practical.

(h) All network connections from the communications site shall be via underground land lines except as allowed by special permit.

(i) All free-standing wireless communication equipment must meet any setback requirements of the district in

which it is located and, to the greatest extent possible, shall be screened from the public way by fencing and/or landscaping. Such equipment shall be located in the rear yard of the lot on which it is located.

(j) No part of any building-mounted wireless communication equipment shall be located over a public way.

(k) The construction of wireless communication equipment shall avoid major topographic changes and shall minimize the removal of trees and soil in order for any topographic changes to be in keeping with the appearance of neighboring properties.

(l) Wireless communication facilities shall not be located in wetland.

(m) No hazardous waste shall be discharged on the site of any wireless communication facility. If any hazardous materials are to be use on site, there shall be provisions for full containment of such materials.

(n) The installation of wireless communication equipment shall avoid the removal or disruption of historic resources on and off-site. Historic resources shall include designated historic structures or sites, historical architectural elements or archaeological sites.

(o) There shall be no illumination of the wireless communication equipment except as required by state and federal law. Lighting of equipment structures and any other facilities on site shall be shielded from abutting properties. There shall be total cutoff of all light at the property lines of the parcel to be developed, and footcandle measurements at the property line shall be 0.0 initial foot candles when measured at grade.

(p) An applicant seeking to construct or install any external noise producing equipment ancillary to antennas shall use best efforts to minimize noise emanating from such equipment by the use of air-tight seals and noise absorbing materials on the walls and ducts of such equipment. The use of batteries as the back up power source is preferred over generators.

6.7.6 Design Review for Wireless Communication Equipment

Except for wireless communication equipment described in section 6.7.3.1(a) hereof, no wireless communication equipment shall be constructed or installed pursuant to section 6.7.3.1 until an application has been submitted to the Building Inspector as described in section 6.7.4. The applicant shall simultaneously file a copy of said application with the Design Review Board. The Design Review Board shall submit an advisory report to the Building Inspector within three weeks of the application filling date. In making their report, the Design Review Board shall evaluate the application based on the requirements of section 6.7.5 and may seek input from relevant Town departments. The Building Inspector shall not approve wireless communication equipment until the advisory report of the Design Review Board has been received or three weeks have elapsed without receipt of such report, and until all required departmental approvals have been issued. The Building Inspector has the authority to deny any building permit application which the Inspector determines does not comply with the requirements of section 6.7.5.

6.7.7 Modifications

A modification to a wireless communication facility shall be considered equivalent to an application for a new wireless communication facility and will require a special permit when the following events apply:

(a) The applicant and/or co-applicant wants to alter the terms of the special permit by changing the wireless communication facility in one or more of the following ways:

(i) Change in the number of facilities permitted on the site;

(ii) Change in the technology used for the wireless communication facility.

(iii) Change in the original permitted use of wireless communication.

(b) The applicant wants to add any equipment or additional height not specified in the original design filing.

6.7.8 Monitoring and Maintenance

Once a year if requested by the Building Inspector, the owner and/or operator of a wireless communication facility shall file with the Building Inspector an updated maintenance schedule as well as evidence that the wireless communication facility complies with the applicable standards of the Federal Communications Commission, the Federal Aviation Administration and the American National Standards Institute, and that the wireless communication facility remains in use.

The applicant and co-applicant shall maintain the wireless communication facility in good condition. Such maintenance shall include, but shall not be limited to, painting, structural integrity of the mount and security barrier, and maintenance of the buffer areas and landscaping.

6.7.9 Abandonment or Discontinuation of Use

At such time that a carrier plans to abandon or discontinue operation of a wireless communication facility, such carrier shall notify the Town by certified mail of the proposed date of abandonment or discontinuation of operations. Such notice shall be given no less than 30 days prior to abandonment or discontinuation of operations. In the event that a carrier fails to give such notice, the wireless communication facility shall be considered abandoned upon such discontinuation of operations.

Upon abandonment or discontinuation of use, the carrier shall physically remove the wireless communication equipment within 90 days from the date of abandonment or discontinuation of use. "Physically remove" shall include, but not be limited to:

(a) Removal of antennas, equipment shelters and security

barriers from the subject property.

(b) Proper disposal of the waste materials from the site in accordance with local and state solid waste disposal regulations.

(c) Restoring the location of the wireless communication facility to its natural condition, except that any landscaping and grading shall remain in the after condition.

6.7.10 Reconstruction or Replacement of Existing Towers and Monopoles

Guyed towers, lattice towers and monopoles in existence at the time of the adoption of this By-Law may be reconstructed, altered, extended or replaced on the same site by special permit, provided that the Board of Appeals finds that such reconstruction, alteration, extension or replacement will not be substantially more detrimental to the neighborhood and/or the Town than the existing structure. In making such a determination, the Board of Appeals shall consider whether the proposed reconstruction, alteration, extension or replacement will create public benefits such as opportunities for co-location, improvements in public safety, and/or reduction in visual and environmental impacts. No reconstruction, alteration, extension or replacement shall exceed the height of the existing facility by more than twenty (20) feet.

6.7.11 Severability

A determination that any section or portion of this By-Law is invalid shall not invalidate any other portion or provision thereof, nor shall it invalidate any special permit previously issued hereunder."

or take any other action relative thereto.

Article 5 Explanation: The spiraling demand for state-of-the-art wireless communication services and the requirement that licensed carriers provide "reliable service coverage" are fueling vigorous development of the wireless communication infrastructure. The industry is striving to close coverage gaps and increase significant capacity in order to provide quality service for years to come. Municipal leaders, meanwhile, are committed to preserving local esthetic qualities within the limits on land-use regulation established by federal law regarding wireless communications. Since federal law does not allow local governments to ban the siting of these facilities, the challenge is to establish a framework that protects the interests and rights of both the Town and the industry.

With these sometimes competing interests in mind a Wireless Communication Study Committee was appointed a year ago to work with the Planning Board to develop a bylaw to address wireless communication facilities. The goal of that planning effort was to find a solution that would enable Needham to address concerns regarding the visual and aesthetic impact on neighborhoods of such facilities, while making it possible for the wireless industry to build out its infrastructure to meet the growing needs of its customers. The results of that planning effort are contained in Articles five and six before you. The Articles were contributed to by many sources, including one public hearing and the detailed review of the Wireless Communication Study Committee.

There are many issues surrounding the installation of wireless communication facilities including questions regarding the health effect of the antennas – does the radiation pose health risks?; the safety of the installations – can a pole fall?; what is the visual impact and does this impact outweigh the public benefits of an installation? The federal government has taken the issue of health impacts as its own and removed it from local consideration. As long as the installation meets federal standards a town cannot require a higher standard, nor can it address health concerns. The safe installation of equipment is regulated by the state building code and is not a subject of this bylaw.

The purpose of this bylaw is to promote the health, safety and general welfare of the community while accommodating the communications needs of the general public. These purposes are to be achieved by minimizing the adverse visual effect of wireless communication equipment towers, facilities and devices, by providing safeguards for the general public, by avoiding potential damage to adjacent properties, by maximizing the use of existing towers and buildings, by concealing new equipment within or on existing towers or buildings, and by encouraging co-location of equipment to accommodate the needs of wireless communication in order to reduce the number of towers needed to service the community.

The bylaw allows wireless communications facilities to be installed as-of-right in the following situations subject to the review of the Design Review Board:

- *Equipment used solely for receiving or transmitting wireless communication customary for private residential use.*
- *Equipment owned and operated by an amateur radio operator licensed by the FCC.*
- *Towers used by public service corporations, which are exempt from zoning regulations by the State enabling legislation.*
- *Antennas attached to an existing utility structure which are no higher than ten (10) feet above the existing structure, provided that the total height from the ground to the top of the antenna does not exceed fifty-five (55) feet and provided that all control and operating equipment associated with the antenna is camouflaged.*
- *Roof-mounted wireless communication equipment in the commercial, industrial and institutional districts (a) which does not extend more than ten (10) feet above the height of an existing building, (b) which is set back from the edge of the roof the distance it is high, and (c) whose equipment is housed within the existing building or on the rooftop in such a way as to be not visible from the street level or to be constructed in such a way and of such material as to appear as part of the existing structure.*
- *Facade-mounted equipment located in the commercial, industrial and institutional districts (a) which does not extend above the face of any wall or exterior surface, (b) which is*

concealed within or behind existing architectural features or within material consistent with the design features and materials of the building, (c) which does not obscure any window or other architectural feature, and (d) which is finished in a color and style to blend with the surface on which it is mounted.

- *All interior-mounted wireless communications equipment in commercial, industrial and institutional districts. In residential districts, interior-mounted wireless communication equipment is permitted in existing steeples, bell towers, cupolas, and spires of non-residential buildings or structures existing on January 1, 2000.*

The bylaw also allows the Board of Appeals to issue a special permit for the following facilities that cannot meet the requirements which would allow their installation as-of-right: antennas attached to an existing utility structure, roof or facade-mounted wireless communication in the commercial, industrial and institutional districts, interior-mounted wireless communication equipment in non-residential buildings or structures, and satellite earth station antennas. Special permits can also be granted for any equipment ancillary to antennas otherwise allowed, which cannot be located in the rear yard and/or does not meet the setback requirements for the district in which it is located.

Lastly, the bylaw allows the Board of Appeals to issue a special permit for free-standing monopoles and free-standing lattice towers in the Wireless Communications Facilities Overlay District. In the world of wireless communications there are tradeoffs between number of towers and height of towers. This bylaw is designed to reduce the number of towers within the town by encouraging co-location, that is multiple carriers using the same structure to support their antennas. The towers are limited in height to 199 feet, the maximum height allowed by the FAA without requiring lighting. The lowest height most antennas are placed on towers is about 80 feet, to clear treetops, and different carriers need approximately a 10-foot vertical separation. Siting and design standards are included in the bylaw to limit negative visual impacts through effective site planning and design.

MOVED: That the Town vote to amend the Needham Zoning By-Law, as follows:

(a) In Section 2.1, Classes of Districts, by adding a new Overlay District designation and category as follows:

"WCFT - Wireless Communications Facilities Towers Overlay"

(b) In Section 3, Use Regulations, by inserting a new Subsection 3.7, Wireless Communications Facilities Towers Overlay District, to read as follows:

"3.7 Wireless Communications Facilities Towers Overlay District

3.7.1 Purpose of District

The purpose of the Wireless Communications Facilities Towers Overlay District is to promote the health, safety and general welfare of the community while accommodating the communications needs of the general public. Those purposes are to be achieved by minimizing the adverse visual effect of wireless communication equipment towers, facilities and devices, by providing safeguards for the general public, by avoiding potential damage to adjacent properties, by maximizing the use of existing towers and buildings, by concealing new equipment within or on existing towers or buildings, and by encouraging co-location of equipment to accommodate the needs of wireless communication in order to reduce the number of towers needed to service the community.

3.7.2 Scope of Authority

The Wireless Communications Facilities Towers Overlay District shall be considered as overlying other use districts established by this By-Law. Within the Wireless Communications Facilities Towers Overlay District, the requirements of the underlying district continue to apply except as may be specifically superseded herein. The provisions of this section 3.7 shall not be applicable to towers presently in existence or to towers that may be constructed in the future that serve commercial television or radio communications purposes. The scope of authority of this section 3.7 shall be limited to personal wireless services and equipment related thereto as defined in section 6.7.2 of this By-Law.

3.7.3 Uses in the Wireless Communications Facilities Towers Overlay District

3.7.3.1 Permitted Uses

All uses permissible and as regulated within the underlying district. See Section 6.7 Wireless Communications Facilities.

3.7.3.2 Special Permit Uses

(a) All uses permitted by special permit in the underlying district at that location may be allowed upon the issuance of a special permit by the Board of Appeals under such conditions as that Board may require.

(b) Free-standing monopoles and free-standing lattice towers which meet the following criteria:

1. Free-standing monopoles and free-standing lattice towers shall be no higher than 199 feet.

2. The setback from a free-standing monopole or a free-standing lattice tower shall be at least 125 feet from the property line.

3. Monopoles are the preferred mount for such structures. The applicant for a wireless communication lattice tower shall demonstrate that such installation will reduce the number of standalone facilities needed for wireless communication facilities by enabling greater co-location of wireless communication equipment than would otherwise have been achievable on a monopole installation.

4. Co-location of wireless communication equipment on existing towers and buildings is encouraged. The applicant for a wireless communication monopole or

lattice tower shall demonstrate that the communication equipment planned for the proposed structure cannot be accommodated on an existing or approved tower or structure or building within one-half mile search radius of a proposed monopole or lattice tower for one or more structural, technical, economic or other reasons as documented by a qualified engineer or other qualified professional including, but not limited to the following:

(a) no such tower or building exists.

(b) the structural capacity of the existing tower or structure is inadequate and cannot be modified at a reasonable cost, the proposed equipment will interfere with the usability of existing equipment.

(c) the owner of an appropriate building or structure has effectively denied permission to co-locate by unreasonable delay or commercially unreasonable terms or conditions.

(d) the height of an existing tower or structure is not adequate to permit the proposed equipment to function.

In the event that co-location is found to be not feasible, a written statement of the reasons for the infeasibility shall be submitted to the Board of Appeals. The Board of Appeals may retain a technical expert in the field of RF engineering to verify if co-location at the site is not feasible or is feasible given the design configuration most accommodating to co-location. The cost for such a technical expert will be at the expense of the applicant, said fee should be reasonable, customary and actual. The Board of Appeals may deny a special permit to an applicant that has not demonstrated a good faith effort to provide for co-location.

5. Every special permit issued by the Board of Appeals for a new monopole or lattice tower shall be automatically subject to the condition that the permit holder must allow co-location upon the structure by other wireless communication providers upon commercially reasonable terms and conditions and without unreasonable delay, if such co-location is technically feasible. It is expressly provided that any requirement imposed by a permit holder which requires the payment of rent in excess of industry standards or which allows co-location only if the requesting party provides comparable space on one of its structures to the permit holder shall be deemed to be commercially unreasonable.

.4 Establishment and Delineation of Wireless Communications Facilities Tower Overlay District

For the purposes of this district, there are hereby established hin the town certain wireless communications facilities towers overlay districts, consisting of areas which are delineated on a map entitled, "Zoning Map of the Town of Needham, Massachusetts": as originally dated September 1924 and revised to May 15, 1989, and as revised and amended to date and on file in the Office of the Town Clerk.

3.7.5 Severability

A determination that any portion or provision of this overlay protection district is invalid shall not invalidate any other portion or provision thereof, nor shall it invalidate any special permit previously issued thereunder."

(c) In Section 6, Special Regulations, by inserting a new Subsection 6.7, Wireless Communications Facilities, to read as follows:

"6.7 Wireless Communications Facilities

6.7.1 Intent

The purpose of this section is to accommodate the communication needs of the general public while promoting the health, safety and general welfare of the community. These purposes are to be achieved by minimizing the adverse visual effect of wireless communication equipment towers, facilities and devices, by providing safeguards for the general public, by avoiding potential damage to adjacent properties, by maximizing the use of existing towers and buildings, by concealing new equipment within or on existing towers or buildings, and by encouraging co-location of equipment to accommodate the needs of wireless communication in order to reduce the number of towers needed to service the community.

6.7.2 Definitions

For the purposes of this section, the following words and phrases shall have the following meanings:

Antenna - a device, usually a metal rod, dish or panel, for receiving and transmitting electromagnetic signals, including, but not limited to radio, video, telephone or data transmissions.

Building-mounted wireless communication equipment - both roof-mounted and facade-mounted wireless communication equipment.
Carrier - a company that provides wireless service.

Co-location - the use of a single mount on the ground by more than one carrier (vertical co-location) and/or several mounts on an existing building or structure by more than one carrier.

Environmental Assessment (EA) - the document required by the Federal Communications Commission (FCC) and the National Environmental Policy Act (NEPA) when a personal wireless service facility is placed in certain designated areas.

Equipment Shelter - an enclosed structure, cabinet, shed or box at the base of the mount within which are housed batteries and electrical equipment.

Facade-mounted wireless communication equipment - wireless communications equipment attached to a vertical wall, exterior surface or ornamental feature other than the roof of a building or structure.

Free Standing Device - a monopole wireless service facility not requiring guy wires for support; and any other device mounted on the ground and not mounted on any existing building or structure.

Guyed Tower - a monopole or lattice tower that is tied to the ground or other surface by diagonal cables.

Height - a distance measured from the average grade of the land surrounding the device to its highest point, surface or projection, in the case of free-standing devices, or a distance measured from the average grade of the land surrounding the exterior walls of a building to the highest point, surface or projection of the device, in the case of devices mounted on existing buildings.

Interior-mounted wireless communication equipment - wireless communications equipment that is wholly within a building or structure, including such equipment within a mechanical penthouse, steeples, bell towers, cupolas or other architectural features which are not completely enclosed.

Lattice Tower - a type of mount that is self-supporting with multiple legs and cross-bracing of structural steel.

Monopole - the type of mount that is self-supporting with a single shaft of steel or concrete and a platform for antennas arrayed at the top.

Personal Wireless Services - Wireless telecommunications services regulated by the Federal Communications Commission ("FCC") and defined as "personal wireless services" in Section 704, or other sections, of the Federal Telecommunications Act of 1996 as amended; by way of example but not limitation, personal wireless services include cellular telephone services, so-called personal communications services ("PCS") and paging services.

Radio Frequency (RF) Engineer - an engineer specializing in electrical or microwave engineering, especially the study of radio frequencies.

Roof-mounted wireless communication equipment - wireless communications equipment attached to the primary roof of a building.

Security Barrier - A locked, impenetrable wall, fence or berm that completely seals an area from unauthorized entry or trespass.

Wireless Communication Equipment - any device or other apparatus, fixed at a location, for transmission and reception of telecommunication that performs the function of antennas, together with any supporting structures, equipment and facilities ancillary and/or accessory thereto, including, but not limited to panel antennas, whip antennas, free-standing monopoles (not lattice shaped towers except as allowed in sections 6.7.3.1(b), 6.7.3.1(c) and 6.7.3.3(h) below), dish and cone shaped antennas, satellite earth station antennas, personal wireless communication systems facilities, paging service facilities, cellular telephone service facilities, mobile radio service facilities and related equipment boxes serving personal wireless services exclusively.

It is recognized that technology is rapidly changing and the definitions herein are intended to encompass such wireless communication equipment as it evolves over time.

6.7.3 Use Regulations

6.7.3.1 Permitted As of Right

The following wireless communication equipment is allowed as-of-right, subject to the criteria of section 6.7.5 and the review process of section 6.7.6, if applicable:

(a) Equipment used solely for receiving or transmitting wireless communication customary for private residential use, even if such equipment is used in conjunction with non-residential structures, including but not limited to, a conventional television or radio antenna, fixed wireless personal communication system, direct broadcast satellite antenna one (1) meter or less in diameter, and multipoint distribution service antenna or home satellite dish of not more than two (2) meters in diameter or measured diagonally; provided that in the case of a home satellite dish that is free-standing, such satellite dish shall be installed in the rear yard only.

(b) Equipment owned and operated by an amateur radio operator licensed by the FCC, which device shall be installed at the minium height necessary for the functioning of amateur radio communication in accordance with the licensing requirements for that location. Such equipment, which may include a ground-mounted lattice style tower, shall be allowed in accordance with the setback requirements for primary structures in the district in which it is located. No commercial use of equipment or supporting structures which were installed for amateur radio operation is permitted.

(c) Towers used for the purposes set forth in M.G.L. Chapter 40A, Section 3.

(d) Antennas attached to an existing utility pole or utility structure, such as the support for an electrical transmission tower or electrical distribution pole, but no higher than ten (10) feet above the existing structure, provided that the total height from the ground to the top of the antenna does not exceed fifty-five (55) feet and provided that all control and operating equipment associated with the antenna shall be camouflaged or completely screened from view in some other manner. Antennas shall be placed on any structure so as to minimize the visual impacts off-site. This provision shall not apply within 150 feet of the right-of-way of any scenic roadway where such use shall not be permitted.

(e) Roof-mounted wireless communication equipment in the

commercial, industrial, and institutional districts (a) which does not extend more than ten (10) feet above the height of an existing building, (b) which is set back from the edge of the roof the distance it is high, and (c) whose equipment will be housed within the existing building or on the rooftop in such a way as to be not visible from the street level or to be constructed in such a way and of such material as to appear as part of the existing structure.

(f) Facade-mounted equipment located in the commercial, industrial, and institutional districts (a) which does not extend above the face of any wall or exterior surface in the case of structures that do not have walls, (b) which is concealed within or behind existing architectural features or within material consistent with the design features and materials of the building, (c) which does not obscure any window or other architectural feature, and (d) which has been finished in a color and style to blend with the surface on which it is mounted.

(g) All interior-mounted wireless communications equipment is allowed in commercial, industrial and institutional districts. In residential districts interior-mounted wireless communication equipment shall be permitted in existing steeples, bell towers, cupolas, and spires of non-residential buildings or structures existing on January 1, 2000.

.7.3.2 Prohibited

Lattice style towers, guyed towers, and facilities requiring hree or more legs and/or guy wires for support shall not be allowed xcept as permitted under 6.7.3.1(b), 6.7.3.1(c), and 6.7.3.3(h). attice style towers, guyed towers, and facilities requiring three or ore legs and/or guy wires existing or approved on the effective ate of this bylaw may be used for wireless communications quipment, subject to section 6.7.3.3(f).

.7.3.3 Special Permit

The Board of Appeals may issue a special permit under the rovisions of section 7.5.2 and subject to the criteria of section .7.5 for:

(a) Antennas attached to an existing utility pole or utility structure not otherwise allowed in section 6.7.3.1(d) hereof.

(b) Roof-mounted wireless communication equipment in the commercial, industrial and institutional districts not otherwise allowed in section 6.7.3.1(e) hereof.

(c) Facade-mounted equipment located in the commercial, industrial and institutional districts not otherwise allowed in section 6.7.3.1(f) hereof.

(d) Any interior-mounted wireless communication equipment in non-residential buildings or structures not otherwise allowed in section 6.7.3.1(g) hereof.

(e) Satellite earth station antennas not otherwise allowed as-of-right.

(f) Modification or addition of wireless communication equipment on or to existing free-standing monopoles or towers, except those monopoles and towers constructed for the purposes allowed in section 6.7.3.1 above.

(g) Any equipment ancillary to antennas otherwise allowed under sections 6.7.3.1 or 6.7.3.3 hereof, which cannot be located in the rear yard and/or does not meet the setback requirements for the district in which it is located. An applicant may apply for a special permit allowing an alternate location by showing that such equipment (i) is required for successful transmission or reception or is otherwise required by the FCC, (ii) cannot due to its size or other health or safety reasons be located within the building, and (iii) cannot be located in the rear yard and/or within applicable setbacks for one or more of the following reasons: the size of the equipment; the size of the rear, front and/or side yards; the location within the rear yard or applicable setbacks would result in the removal of required parking; and the aesthetic purposes of the bylaw would be better served by such alternate location.

(h) Free-standing monopoles and free-standing lattice towers located in the Wireless Communications Facilities Tower Overlay District which meet the criteria outlined in section 3.7.3.2(b).

6.7.4 Submittal Requirements

Ten copies of the following information must be submitted for an application to be considered complete:

(a) Name, address and telephone number of applicant and any co-applicants as well as any agents for the applicant or co-applicant with original signatures.

(b) A locus plan at a scale of 1" = 200' which shall show all property lines, the exact location of the proposed structure(s), street landscape features, dwellings and other structures within one-hundred (100) feet of the property line.

(c) Equipment brochures for the proposed wireless communication facility such as manufacturer's specifications or trade journal reprints shall be provided for the antennas, mounts, equipment shelters, cables as well as cable runs, and security barrier, if any.

(d) Materials of the proposed wireless communication facility specified by generic type and specific treatment (e.g., anodized aluminum, stained wood, painted fiberglass, etc.). These shall be provided for antennas, mounts, equipment shelters, cables as well as cable runs, and security barrier, if any.

(e) Colors of the proposed personal wireless facility showing actual color proposed on a color board. Colors shall be provided for the antennas, mounts, equipment shelters, cables, as well as cable runs, and security barrier, if any.

(f) Dimensions of the proposed wireless service facility

specified for all three directions: height, width and breadth. These shall be provided for the antennas, mounts, equipment shelters and security barrier, if any.

(g) Appearance shown by at least two photographic superimpositions of the wireless communication facility with its antennas and/or panels presented to scale. For satellite dishes or antennas, a color photographic imposition illustrating the dish or antenna at the proposed location is required. A color photographic imposition shall also be prepared illustrating a view of the tower, dish or antenna from the nearest street or streets.

(h) The following information must be prepared and signed by a registered professional engineer:

(i) a description of the facility and the technical, economic and other reasons for the proposed location, height and design.

(ii) confirmation that the facility complies with all applicable Federal and State standards.

(iii) a description of the capacity of the facility including the number and type of panels, antennas and/or transmitter receivers that it can accommodate and the basis for these calculations.

(iv) if applicable, a written statement that the proposed facility complies with, or is exempt from applicable regulations administered by the Federal Aviation Administration (FAA), Federal Communications Commission (FCC), Massachusetts Aeronautics Commission and the Massachusetts Department of Public Health.

(v) a schedule for periodic (at least annually) maintenance.

(i) In the case of a special permit application, an application for Site Plan Review as outlined in section 7.4.4.

6.7.5 Decision Criteria

All wireless communication equipment, except that described in section 6.7.3.1(a) must satisfy the following criteria:

(a) Wireless communication equipment shall be installed, erected, maintained and used in compliance with all applicable federal and state laws and regulations, including, but not limited to, radio frequency emissions regulations issued pursuant to the Telecommunications Act of 1996 including all successors to such laws and regulations. An applicant seeking to construct or install wireless communication equipment shall submit a report from a qualified engineer or other appropriate professional certifying that the proposed equipment meets the requirements of these regulations. This report shall be submitted prior to any site plan approval or special permit application or at the time of a building permit application if there is no review.

(b) Wireless communication equipment must at all times be maintained in good and safe condition and comply with all applicable FCC standards and shall be removed within 90 days of the date when all use of such equipment ceases. This provision shall apply to all wireless communication equipment and structures in support of that equipment, including such equipment and structures existing on the effective date of this section. Continued compliance with these conditions shall be maintained by the operator of the equipment and the owner of the structure. Failure to comply with these conditions shall constitute a zoning violation.

(c) All wireless communication equipment shall be sited, screened, and/or painted or otherwise colored or finished to blend in with the building or structure on which it is mounted or in a manner which aesthetically minimizes the visibility of the devices in the surrounding landscape or on the building or structure to which they are attached. In certain circumstances, additional architectural features or changes to the facade may be necessary to maintain the balance and integrity of the design of the building or structure with building-mounted wireless communication equipment.

(d) Wireless communication facilities shall be designed and installed at the minimum height necessary for the proper functioning of the telecommunications services to be provided at that location.

(e) There shall be no advertising or signs on or in the vicinity of the wireless communication facility, except for no trespassing signs and a required sign, not exceeding four square feet, which shall display a phone number where a person responsible for maintenance can be reached on a twenty-four hour basis, or other signs as may be required by law.

(f) Any fencing used to control access to wireless communication equipment shall be compatible with the visual character of the structures in the surrounding neighborhood, to the extent possible.

(g) Equipment boxes for building-mounted wireless communication equipment must be either interior to the building on which it is located, camouflaged, and/or screened from view from the public way to the maximum extent practical.

(h) All network connections from the communications site shall be via underground land lines except as allowed by special permit.

(i) All free-standing wireless communication equipment must meet any setback requirements of the district in which it is located and, to the greatest extent possible, shall be screened from the public way by fencing and/or landscaping. Such equipment shall be located in the rear yard of the lot on which it is located.

(j) No part of any building-mounted wireless communication equipment shall be located over a public way.

(k) The construction of wireless communication equipment shall avoid major topographic changes and shall minimize the removal of trees and soil in order for any topographic changes to be in keeping with the appearance of neighboring properties.

(l) Wireless communication facilities shall not be located in wetland.

(m) No hazardous waste shall be discharged on the site of any wireless communication facility. If any hazardous materials are to be use on site, there shall be provisions for full containment of such materials.

(n) The installation of wireless communication equipment shall avoid the removal or disruption of historic resources on and off-site. Historic resources shall include designated historic structures or sites, historical architectural elements or archaeological sites.

(o) There shall be no illumination of the wireless communication equipment except as required by state and federal law. Lighting of equipment structures and any other facilities on site shall be shielded from abutting properties. There shall be total cutoff of all light at the property lines of the parcel to be developed, and footcandle measurements at the property line shall be 0.0 initial foot candles when measured at grade.

(p) An applicant seeking to construct or install any external noise producing equipment ancillary to antennas shall use best efforts to minimize noise emanating from such equipment by the use of air-tight seals and noise absorbing materials on the walls and ducts of such equipment. The use of batteries as the back up power source is preferred over generators.

6.7.6 Design Review for Wireless Communication Equipment

Except for wireless communication equipment described in section 6.7.3.1(a) hereof, no wireless communication equipment shall be constructed or installed pursuant to section 6.7.3.1 until an application has been submitted to the Building Inspector as described in section 6.7.4. The applicant shall simultaneously file a copy of said application with the Design Review Board. The Design Review Board shall submit an advisory report to the Building Inspector within three weeks of the application filling date. In making their report, the Design Review Board shall evaluate the application based on the requirements of section 6.7.5 and may seek input from relevant Town departments. The Building Inspector shall not approve wireless communication equipment until the advisory report of the Design Review Board has been received or three weeks have elapsed without receipt of such report, and until all required departmental approvals have been issued. The Building Inspector has the authority to deny any building permit application which the Inspector determines does not comply with the requirements of section 6.7.5.

6.7.7 Modifications

A modification to a wireless communication facility shall be considered equivalent to an application for a new wireless communication facility and will require a special permit when the following events apply:

(a) The applicant and/or co-applicant wants to alter the terms of the special permit by changing the wireless communication facility in one or more of the following ways:

(i) Change in the number of facilities permitted on the site;

(ii) Change in the technology used for the wireless communication facility.

(iii) Change in the original permitted use of wireless communication.

(b) The applicant wants to add any equipment or additional height not specified in the original design filing.

6.7.8 Monitoring and Maintenance

Once a year if requested by the Building Inspector, the owner and/or operator of a wireless communication facility shall file with the Building Inspector an updated maintenance schedule as well as evidence that the wireless communication facility complies with the applicable standards of the Federal Communications Commission, the Federal Aviation Administration and the American National Standards Institute, and that the wireless communication facility remains in use.

The applicant and co-applicant shall maintain the wireless communication facility in good condition. Such maintenance shall include, but shall not be limited to, painting, structural integrity of the mount and security barrier, and maintenance of the buffer areas and landscaping.

6.7.9 Abandonment or Discontinuation of Use

At such time that a carrier plans to abandon or discontinue operation of a wireless communication facility, such carrier shall notify the Town by certified mail of the proposed date of abandonment or discontinuation of operations. Such notice shall be given no less than 30 days prior to abandonment or discontinuation of operations. In the event that a carrier fails to give such notice, the wireless communication facility shall be considered abandoned upon such discontinuation of operations.

Upon abandonment or discontinuation of use, the carrier shall physically remove the wireless communication equipment within 90 days from the date of abandonment or discontinuation of use. "Physically remove" shall include, but not be limited to:

(a) Removal of antennas, equipment shelters and security barriers from the subject property.

(b) Proper disposal of the waste materials from the site in accordance with local and state solid waste disposal regulations.

(c) Restoring the location of the wireless communication facility to its natural condition, except that any landscaping and grading shall remain in the after

condition.

6.7.10 Reconstruction or Replacement of Existing Towers and Monopoles

Guyed towers, lattice towers and monopoles in existence at the time of the adoption of this By-Law may be reconstructed, altered, extended or replaced on the same site by special permit, provided that the Board of Appeals finds that such reconstruction, alteration, extension or replacement will not be substantially more detrimental to the neighborhood and/or the Town than the existing structure. In making such a determination, the Board of Appeals shall consider whether the proposed reconstruction, alteration, extension or replacement will create public benefits such as opportunities for co-location, improvements in public safety, and/or reduction in visual and environmental impacts. No reconstruction, alteration, extension or replacement shall exceed the height of the existing facility by more than twenty (20) feet.

6.7.11 Severability

A determination that any section or portion of this By-Law is invalid shall not invalidate any other portion or provision thereof, nor shall it invalidate any special permit previously issued thereunder.

Mr. Paul Killeen, Member, address this proposal on behalf of the Planning Board.

A motion to discuss the subject matter of Articles 5 and 6 together and vote on separately was offered by Mr. Paul Killeen. The motion was presented and carried unanimously by voice vote.

Mr. Killeen explained that the Congress enacted the Federal Wireless Communications Act and will thus allow this industry to grow. The Planning Board is attempting to create wireless communication regulations in the Town of Needham so that there will be as little impact to the town as possible. This is similar to adult zoning issue that came before Town Meeting several years ago. Mr. Killeen explained that the Planning Board looked at other communities and tried to include a leadership component and a regulatory component. He urged Town Meeting Member to pass both Articles 5 and 6.

A motion to amend was offered by Mr. Paul Killeen to amend Article 5 by revising Section 3.7.3.2(b)(2) to read as follows: "The minimum distance from the base of a free-standing monopole or a free-standing lattice tower to any property line shall be the height of the facility/mount, including any antennas or other appurtenances. In reviewing a special permit application for a wireless communications facility, the Board of Appeals may reduce the required setback distance for a free-standing monopole or a free-standing lattice tower to 125 feet from the property line, if it finds that a substantially better design will result from such reduction. In making such a finding, the Board of Appeals shall consider both the visual and safety impacts of the proposed use."

Mr. Paul S. Alpert, Town Meeting Member from Precinct C, indicated that the second district falls totally within Precinct C and many individuals have expressed great concern with safety issues such as falling ice and toppling in addition to radio, phone, and monitor interference. Mr. Alpert stated that he understood the need to have an overlay district, but is concerned with the 125 foot setback. Mr. Alpert then offered the following amendments:

(1) A motion to amend was offered by Mr. Paul S. Alpert to amend Article 5 by deleting in Section 3.7.3.2 (b) the term "125 feet" and inserting in its place the term "300 feet".

(2) A motion to amend was offered by Mr. Paul S. Alpert to amend Article 5 by adding in section 6.7.2 Definitions - Wireless Communication Equipment the term "commercial" immediately before the phrase "mobile radio service facilities."

(3) A motion to amend was offered by Mr. Paul S. Alpert to amend Article 6 by deleting therefrom paragraph (e).

Mr. Richard B. Weitzen expressed concern with the area including the WHDH property and the landfill area.

A motion to amend was offered by Mr. Richard B. Weitzen to amend Article 6, subsection (f) by deleting in its entirety the metes and bounds description that follows the words "commonly known as the Town of Needham landfill and lying in the area bounded and described as follows: "and by inserting in place of the deleted words the following metes and bounds description:

"Beginning at a point in the centerline of Fuller Brook, thence by the said centerline of Fuller Brook northeasterly to a point (a tie of N62° - 30'-33"E a distance of 1009.94 feet), thence S37° - 39'-21"E a distance of 719.43 feet to a point, thence S36° - 38'-47"E a distance of 88.71 feet to a point, thence S38° - 48'-02"E a distance of 115.27 feet to a point, thence S38° - 59'-47'e a distance of 152.44 feet to a point, thence S30° - 32'-19"E a distance of 290.44 feet to a point, thence S24° - 48'-14"E a distance of 24.80 feet to a point, thence S09° - 13/-39"E a distance of 34.19 feet to a point, thence southwesterly a distance of 1498 plus or minus feet to a point, thence N14° - 53'-20"W a distance of 1216 plus or minus feet to the point of beginning."

Ms. Mary Lou Twickler, Town Meeting Member, expressed concern with falling ice and paint, spray, and grease damage to cars and houses from towers. She explained that on November 22, 1999 owners of towers and members of the business community addressed ongoing safety issues. As a result of this meeting, the tower owners will install a blue beacon warning light alerting the area of the potential hazard of falling ice.

A motion to amend was offered by Ms. Mary Lou Twickler to amend Article 5 by adding to Section 3.7.3.2. Special Permit Uses a new paragraph (c) as follows:

(C) No special permit shall be issued for new tower, guyed tower, lattice tower, monopole, or free standing device, which is intended to be used for wireless communications, on any land located east of the Circumferential State Highway, Route 128, which is also located within an Industrial District, Industrial-1 District, or an Industrial Park District. Special permits may be issued for extensions or attachments to existing towers, guyed towers, lattice towers, monopoles and free standing devices, for wireless communications, on any land located east of the Circumferential State Highway, Route 128, which is also located within an Industrial District, Industrial-1 District or an Industrial Park District.

Mr. Alan S. Fanger expressed concern with safety issues affecting the childcare and Berejik areas.

Mr. John H. Cogswell, Selectman, applauded the Planning Board for addressing this issue. He explained that the proposal is permissive - not mandatory. If the land owner agrees, then the applicant must go before the Board of Appeals. The present towers do create a safety hazard having caused damage to cars, but none so far to individuals. If Town Meeting rejects these amendments, Mr. Cogswell urged the Board of Appeals to address these concerns before considering the issuance of a special permit. The majority of the Board of Selectmen recommend passage of Articles 5 and 6.

Mr. William H. Dugan, Jr., Town Meeting Member, submitted over 35 signatures of residents opposing the towers in general and supporting Mr. Paul S. Alpert's motions to amend including: Steven Sisselman, Karen Sisselman, Heidi Dubois, Jan Dubois, Amy Goldman, Howard Goldman, Mohammed Taslim, Farah Taslim, Denise Goodman, Andy Goodman, James Blumenfeld, Norman T. MacLeod, Janet R. MacLeod, Joan E. Onofrey, John Wells, Joanne Wells, William H. Dugan, Jr., Ellen E. Sheets, John S. Yates, Jr., Shirley Converse, Robert J. Onofrey, Mark E. Silverman, Lisa K. Silverman, Ilene Liner, Barry Liner, Patricia Falcao, and Bob Kalish.

Mr. David S. Tobin, Town Counsel, explained that Nextel Communications is suing the Town. He is concerned that a cell phone tower could be placed at the discretion of the court if no zoning is in place. If there is no zoning in place for cell towers, the courts will overrule. This by-law sets the parameters.

In response to an inquiry from Mr. George Tarallo, Mr. Paul Killeen, Planning Board member, stated that he does not know how many towers are envisioned to be placed in Needham, but that the purpose of the by-law is to have "fewer rather than more" towers.

Mr. William J. Tedoldi, Chairman, advised that the Board of Appeals has had a great deal of exposure to this area. The Board has had six petitions for mobile sties. We must be prepared and work this out together. If the Town does not come up with reasonable and rational by-laws, the state will take over. The Planning Board has come up with a good zoning by-law which will empower the Board of Appeals to fight off unreasonable sites. Mr. Tedoldi urged support of these proposals.

A motion to move the previous question on the main motion and all amendments was offered by Mrs. Sandra Balzer Tobin. The motion was presented and carried by two-thirds vote as declared by the Moderator.

Under Article 5, Ms. Twickler's motion to amend was presented, but it failed to pass by voice vote.

Under Article 5, Mr. Alpert's first motion to amend was presented and carried unanimously by voice vote.

Under Article 5, Mr. Alpert's second motion to amend was presented, but the Moderator was in doubt as to the voice vote. The motion was again presented, but it failed by pass by voice vote as declared by the Moderator.

Mr. Killeen's motion to amend was presented and carried by majority voice vote.

ACTION: The main motion, as amended, was presented and carried unanimously by voice vote.

VOTED: That the Town vote to amend the Needham Zoning By-Law, as follows:

(a) In Section 2.1, Classes of Districts, by adding a new Overlay District designation and category as follows:

"WCFT - Wireless Communications Facilities Towers Overlay"

(b) In Section 3, Use Regulations, by inserting a new Subsection 3.7, Wireless Communications Facilities Towers Overlay District, to read as follows:

"3.7 Wireless Communications Facilities Towers Overlay District

3.7.1 Purpose of District

The purpose of the Wireless Communications Facilities Towers Overlay District is to promote the health, safety and general welfare of the community while accommodating the communications needs of the general public. Those purposes are to be achieved by minimizing the adverse visual effect of wireless communication equipment towers, facilities and devices, by providing safeguards for the general public, by avoiding potential damage to adjacent properties, by maximizing the use of existing towers and buildings, by concealing new equipment within or on existing towers or buildings, and by encouraging co-location of equipment to accommodate the needs of wireless communication in order to reduce the number of towers needed to service the community.

3.7.2 Scope of Authority

The Wireless Communications Facilities Towers Overlay District shall be considered as overlying other use districts established by this By-Law. Within the Wireless Communications Facilities Towers Overlay District, the requirements of the underlying district continue to apply except as may be specifically superseded herein. The provisions of this section 3.7 shall not be applicable to towers presently in existence or to towers that may be constructed in the future that serve commercial television or radio communications purposes. The scope of authority of this section 3.7 shall be limited to personal wireless services and equipment related thereto as defined in section 6.7.2 of this By-Law.

3.7.3 Uses in the Wireless Communications Facilities Towers Overlay District

3.7.3.1 Permitted Uses

All uses permissible and as regulated within the underlying district. See Section 6.7 Wireless Communications Facilities.

3.7.3.2 Special Permit Uses

(a) All uses permitted by special permit in the underlying

district at that location may be allowed upon the issuance of a special permit by the Board of Appeals under such conditions as that Board may require.

(b) Free-standing monopoles and free-standing lattice towers which meet the following criteria:

1 Free-standing monopoles and free-standing lattice towers shall be no higher than 199 feet.

2 The minimum distance from the base of a free-standing monopole or a free-standing lattice tower to any property line shall be the heights of the facility/mount, including any antennas or other appurtenances. In reviewing a special permit application for a wireless communications facility, the Board of Appeals may reduce the required setback distance for a free-standing monopole or a free-standing lattice tower to 125 feet from the property line, if it finds that a substantially better design will result from such reduction. In making such a finding, the Board of Appeals shall consider both the visual and safety impacts of the proposed use.

3 Monopoles are the preferred mount for such structures. The applicant for a wireless communication lattice tower shall demonstrate that such installation will reduce the number of standalone facilities needed for wireless communication facilities by enabling greater co-location of wireless communication equipment than would otherwise have been achievable on a monopole installation.

4 Co-location of wireless communication equipment on existing towers and buildings is encouraged. The applicant for a wireless communication monopole or lattice tower shall demonstrate that the communication equipment planned for the proposed structure cannot be accommodated on an existing or approved tower or structure or building within one-half mile search radius of a proposed monopole or lattice tower for one or more structural, technical, economic or other reasons as documented by a qualified engineer or other qualified professional including, but not limited to the following:

(a) no such tower or building exists.

(b) the structural capacity of the existing tower or structure is inadequate and cannot be modified at a reasonable cost, the proposed equipment will interfere with the usability of existing equipment.

(c) the owner of an appropriate building or structure has effectively denied permission to co-locate by unreasonable delay or commercially unreasonable terms or conditions.

(d) the height of an existing tower or structure is not adequate to permit the proposed equipment to function.

In the event that co-location is found to be not feasible, a written statement of the reasons for the infeasibility shall be submitted to the Board of Appeals. The Board of Appeals may retain a technical expert in the field of RF engineering to verify if co-location at the site is not feasible or is feasible given the design configuration most accommodating to co-location. The cost for such a technical expert will be at the expense of the applicant, said fee should be reasonable, customary and actual. The Board of Appeals may deny a special permit to an applicant that has not demonstrated a good faith effort to provide for co-location.

5. Every special permit issued by the Board of Appeals for a new monopole or lattice tower shall be automatically subject to the condition that the permit holder must allow co-location upon the structure by other wireless communication providers upon commercially reasonable terms and conditions and without unreasonable delay, if such co-location is technically feasible. It is expressly provided that any requirement imposed by a permit holder which requires the payment of rent in excess of industry standards or which allows co-location only if the requesting party provides comparable space on one of its structures to the permit holder shall be deemed to be commercially unreasonable.

3.7.4 Establishment and Delineation of Wireless Communications Facilities Tower Overlay District

For the purposes of this district, there are hereby established within the town certain wireless communications facilities towers overlay districts, consisting of areas which are delineated on a map entitled, "Zoning Map of the Town of Needham, Massachusetts": as originally dated September 1924 and revised to May 15, 1989, and as revised and amended to date and on file in the Office of the Town Clerk.

3.7.5 Severability

A determination that any portion or provision of this overlay protection district is invalid shall not invalidate any other portion or provision thereof, nor shall it invalidate any special permit previously issued thereunder."

(c) In Section 6, Special Regulations, by inserting a new Subsection 6.7, Wireless Communications Facilities, to read as follows:

"6.7 Wireless Communications Facilities

6.7.1 Intent

The purpose of this section is to accommodate the communication needs of the general public while promoting the health, safety and general welfare of the community. These

purposes are to be achieved by minimizing the adverse visual effect of wireless communication equipment towers, facilities and devices, by providing safeguards for the general public, by avoiding potential damage to adjacent properties, by maximizing the use of existing towers and buildings, by concealing new equipment within or on existing towers or buildings, and by encouraging co-location of equipment to accommodate the needs of wireless communication in order to reduce the number of towers needed to service the community.

6.7.2 Definitions

For the purposes of this section, the following words and phrases shall have the following meanings:

Antenna - a device, usually a metal rod, dish or panel, for receiving and transmitting electromagnetic signals, including, but not limited to radio, video, telephone or data transmissions.

Building-mounted wireless communication equipment - both roof-mounted and facade-mounted wireless communication equipment.

Carrier - a company that provides wireless service.

Co-location - the use of a single mount on the ground by more than one carrier (vertical co-location) and/or several mounts on an existing building or structure by more than one carrier.

Environmental Assessment (EA) - the document required by the Federal Communications Commission (FCC) and the National Environmental Policy Act (NEPA) when a personal wireless service facility is placed in certain designated areas.

Equipment Shelter - an enclosed structure, cabinet, shed or box at the base of the mount within which are housed batteries and electrical equipment.

Facade-mounted wireless communication equipment - wireless communications equipment attached to a vertical wall, exterior surface or ornamental feature other than the roof of a building or structure.

Free Standing Device - a monopole wireless service facility not requiring guy wires for support; and any other device mounted on the ground and not mounted on any existing building or structure.

Guyed Tower - a monopole or lattice tower that is tied to the ground or other surface by diagonal cables.

Height - a distance measured from the average grade of the land surrounding the device to its highest point, surface or projection, in the case of free-standing devices, or a distance measured from the average grade of the land surrounding the exterior walls of a building to the highest point, surface or projection of the device, in the case of devices mounted on existing buildings.

Interior-mounted wireless communication equipment - wireless communications equipment that is wholly within a building or structure, including such equipment within a mechanical penthouse, steeples, bell towers, cupolas or other architectural features which are not completely enclosed.

Lattice Tower - a type of mount that is self-supporting with multiple legs and cross-bracing of structural steel.

Monopole - the type of mount that is self-supporting with a single shaft of steel or concrete and a platform for antennas arrayed at the top.

Personal Wireless Services - Wireless telecommunications services regulated by the Federal Communications Commission ("FCC") and defined as "personal wireless services" in Section 704, or other sections, of the Federal Telecommunications Act of 1996 as amended; by way of example but not limitation, personal wireless services include cellular telephone services, so-called personal communications services ("PCS") and paging services.

Radio Frequency (RF) Engineer - an engineer specializing in electrical or microwave engineering, especially the study of radio frequencies.

Roof-mounted wireless communication equipment - wireless communications equipment attached to the primary roof of a building.

Security Barrier - A locked, impenetrable wall, fence or berm that completely seals an area from unauthorized entry or trespass.

Wireless Communication Equipment - any device or other apparatus, fixed at a location, for transmission and reception of telecommunication that performs the function of antennas, together with any supporting structures, equipment and facilities ancillary and/or accessory thereto, including, but not limited to panel antennas, whip antennas, free-standing monopoles (not lattice shaped towers except as allowed in sections 6.7.3.1(b), 6.7.3.1(c) and 6.7.3.3(h) below), dish and cone shaped antennas, satellite earth station antennas, personal wireless communication systems facilities, paging service facilities, cellular telephone service facilities, commercial mobile radio service facilities and related equipment boxes serving personal wireless services exclusively.

It is recognized that technology is rapidly changing and the definitions herein are intended to encompass such wireless communication equipment as it evolves over time.

6.7.3 Use Regulations

6.7.3.1 Permitted As of Right

The following wireless communication equipment is allowed as-of-right, subject to the criteria of section 6.7.5 and the review process of section 6.7.6, if applicable:

(a) Equipment used solely for receiving or transmitting wireless communication customary for private residential use, even if such equipment is used in conjunction with non-residential structures, including but not limited to, a

conventional television or radio antenna, fixed wireless personal communication system, direct broadcast satellite antenna one (1) meter or less in diameter, and multipoint distribution service antenna or home satellite dish of not more than two (2) meters in diameter or measured diagonally; provided that in the case of a home satellite dish that is free-standing, such satellite dish shall be installed in the rear yard only.

(b) Equipment owned and operated by an amateur radio operator licensed by the FCC, which device shall be installed at the minium height necessary for the functioning of amateur radio communication in accordance with the licensing requirements for that location. Such equipment, which may include a ground-mounted lattice style tower, shall be allowed in accordance with the setback requirements for primary structures in the district in which it is located. No commercial use of equipment or supporting structures which were installed for amateur radio operation is permitted.

(c) Towers used for the purposes set forth in M.G.L. Chapter 40A, Section 3.

(d) Antennas attached to an existing utility pole or utility structure, such as the support for an electrical transmission tower or electrical distribution pole, but no higher than ten (10) feet above the existing structure, provided that the total height from the ground to the top of the antenna does not exceed fifty-five (55) feet and provided that all control and operating equipment associated with the antenna shall be camouflaged or completely screened from view in some other manner. Antennas shall be placed on any structure so as to minimize the visual impacts off-site. This provision shall not apply within 150 feet of the right-of-way of any scenic roadway where such use shall not be permitted.

(e) Roof-mounted wireless communication equipment in the commercial, industrial, and institutional districts (a) which does not extend more than ten (10) feet above the height of an existing building, (b) which is set back from the edge of the roof the distance it is high, and (c) whose equipment will be housed within the existing building or on the rooftop in such a way as to be not visible from the street level or to be constructed in such a way and of such material as to appear as part of the existing structure.

(f) Facade-mounted equipment located in the commercial, industrial, and institutional districts (a) which does not extend above the face of any wall or exterior surface in the case of structures that do not have walls, (b) which is concealed within or behind existing architectural features or within material consistent with the design features and materials of the building, (c) which does not obscure any window or other architectural feature, and (d) which has been finished in a color and style to blend with the surface on which it is mounted.

(g) All interior-mounted wireless communications equipment is allowed in commercial, industrial and institutional districts. In residential districts interior-mounted wireless communication equipment shall be permitted in existing steeples, bell towers, cupolas, and spires of non-residential buildings or structures existing on January 1, 2000.

6.7.3.2 Prohibited

Lattice style towers, guyed towers, and facilities requiring three or more legs and/or guy wires for support shall not be allowed except as permitted under 6.7.3.1(b), 6.7.3.1(c), and 6.7.3.3(h). Lattice style towers, guyed towers, and facilities requiring three or more legs and/or guy wires existing or approved on the effective date of this bylaw may be used for wireless communications equipment, subject to section 6.7.3.3(f).

6.7.3.3 Special Permit

The Board of Appeals may issue a special permit under the provisions of section 7.5.2 and subject to the criteria of section 6.7.5 for:

(a) Antennas attached to an existing utility pole or utility structure not otherwise allowed in section 6.7.3.1(d) hereof.

(b) Roof-mounted wireless communication equipment in the commercial, industrial and institutional districts not otherwise allowed in section 6.7.3.1(e) hereof.

(c) Facade-mounted equipment located in the commercial, industrial and institutional districts not otherwise allowed in section 6.7.3.1(f) hereof.

(d) Any interior-mounted wireless communication equipment in non-residential buildings or structures not otherwise allowed in section 6.7.3.1(g) hereof.

(e) Satellite earth station antennas not otherwise allowed as-of-right.

(f) Modification or addition of wireless communication equipment on or to existing free-standing monopoles or towers, except those monopoles and towers constructed for the purposes allowed in section 6.7.3.1 above.

(g) Any equipment ancillary to antennas otherwise allowed under sections 6.7.3.1 or 6.7.3.3 hereof, which cannot be located in the rear yard and/or does not meet the setback requirements for the district in which it is located. An applicant may apply for a special permit allowing an alternate location by showing that such equipment (i) is required for successful transmission or reception or is otherwise required by the FCC, (ii) cannot due to its size or other health or safety reasons be located within the building, and (iii) cannot be located in the rear yard and/or within applicable setbacks for one or more of the following reasons: the size of the equipment; the size of the rear, front and/or side yards; the location within the rear yard or applicable setbacks would result in the removal of required parking; and the aesthetic purposes of the bylaw would be better served by such alternate

location.

(h) Free-standing monopoles and free-standing lattice towers located in the Wireless Communications Facilities Tower Overlay District which meet the criteria outlined in section 3.7.3.2(b).

6.7.4 Submittal Requirements

Ten copies of the following information must be submitted for an application to be considered complete:

(a) Name, address and telephone number of applicant and any co-applicants as well as any agents for the applicant or co-applicant with original signatures.

(b) A locus plan at a scale of 1" = 200' which shall show all property lines, the exact location of the proposed structure(s), street landscape features, dwellings and other structures within one-hundred (100) feet of the property line.

(c) Equipment brochures for the proposed wireless communication facility such as manufacturer's specifications or trade journal reprints shall be provided for the antennas, mounts, equipment shelters, cables as well as cable runs, and security barrier, if any.

(d) Materials of the proposed wireless communication facility specified by generic type and specific treatment (e.g., anodized aluminum, stained wood, painted fiberglass, etc.). These shall be provided for antennas, mounts, equipment shelters, cables as well as cable runs, and security barrier, if any.

(e) Colors of the proposed personal wireless facility showing actual color proposed on a color board. Colors shall be provided for the antennas, mounts, equipment shelters, cables, as well as cable runs, and security barrier, if any.

(f) Dimensions of the proposed wireless service facility specified for all three directions: height, width and breadth. These shall be provided for the antennas, mounts, equipment shelters and security barrier, if any.

(g) Appearance shown by at least two photographic superimpositions of the wireless communication facility with its antennas and/or panels presented to scale. For satellite dishes or antennas, a color photographic imposition illustrating the dish or antenna at the proposed location is required. A color photographic imposition shall also be prepared illustrating a view of the tower, dish or antenna from the nearest street or streets.

(h) The following information must be prepared and signed by a registered professional engineer:

(i) a description of the facility and the technical, economic and other reasons for the proposed location, height and design.

(ii) confirmation that the facility complies with all applicable Federal and State standards.

(iii) a description of the capacity of the facility including the number and type of panels, antennas and/or transmitter receivers that it can accommodate and the basis for these calculations.

(iv) if applicable, a written statement that the proposed facility complies with, or is exempt from applicable regulations administered by the Federal Aviation Administration (FAA), Federal Communications Commission (FCC), Massachusetts Aeronautics Commission and the Massachusetts Department of Public Health.

(v) a schedule for periodic (at least annually) maintenance.

(i) In the case of a special permit application, an application for Site Plan Review as outlined in section 7.4.4.

6.7.5 Decision Criteria

All wireless communication equipment, except that described in section 6.7.3.1(a) must satisfy the following criteria:

(a) Wireless communication equipment shall be installed, erected, maintained and used in compliance with all applicable federal and state laws and regulations, including, but not limited to, radio frequency emissions regulations issued pursuant to the Telecommunications Act of 1996 including all successors to such laws and regulations. An applicant seeking to construct or install wireless communication equipment shall submit a report from a qualified engineer or other appropriate professional certifying that the proposed equipment meets the requirements of these regulations. This report shall be submitted prior to any site plan approval or special permit application or at the time of a building permit application if there is no review.

(b) Wireless communication equipment must at all times be maintained in good and safe condition and comply with all applicable FCC standards and shall be removed within 90 days of the date when all use of such equipment ceases. This provision shall apply to all wireless communication equipment and structures in support of that equipment, including such equipment and structures existing on the effective date of this section. Continued compliance with these conditions shall be maintained by the operator of the equipment and the owner of the structure. Failure to comply with these conditions shall constitute a zoning violation.

(c) All wireless communication equipment shall be sited, screened, and/or painted or otherwise colored or finished to blend in with the building or structure on which it is mounted or in a manner which aesthetically minimizes the visibility of the devices in the surrounding landscape or on the building or structure to which they are attached. In certain circumstances, additional architectural features or changes to the facade may be necessary to maintain the

balance and integrity of the design of the building or structure with building-mounted wireless communication equipment.

(d) Wireless communication facilities shall be designed and installed at the minimum height necessary for the proper functioning of the telecommunications services to be provided at that location.

(e) There shall be no advertising or signs on or in the vicinity of the wireless communication facility, except for no trespassing signs and a required sign, not exceeding four square feet, which shall display a phone number where a person responsible for maintenance can be reached on a twenty-four hour basis, or other signs as may be required by law.

(f) Any fencing used to control access to wireless communication equipment shall be compatible with the visual character of the structures in the surrounding neighborhood, to the extent possible.

(g) Equipment boxes for building-mounted wireless communication equipment must be either interior to the building on which it is located, camouflaged, and/or screened from view from the public way to the maximum extent practical.

(h) All network connections from the communications site shall be via underground land lines except as allowed by special permit.

(i) All free-standing wireless communication equipment must meet any setback requirements of the district in which it is located and, to the greatest extent possible, shall be screened from the public way by fencing and/or landscaping. Such equipment shall be located in the rear yard of the lot on which it is located.

(j) No part of any building-mounted wireless communication equipment shall be located over a public way.

(k) The construction of wireless communication equipment shall avoid major topographic changes and shall minimize the removal of trees and soil in order for any topographic changes to be in keeping with the appearance of neighboring properties.

(l) Wireless communication facilities shall not be located in wetland.

(m) No hazardous waste shall be discharged on the site of any wireless communication facility. If any hazardous materials are to be use on site, there shall be provisions for full containment of such materials.

(n) The installation of wireless communication equipment shall avoid the removal or disruption of historic resources on and off-site. Historic resources shall include designated historic structures or sites, historical architectural elements or archaeological sites.

(o) There shall be no illumination of the wireless communication equipment except as required by state and federal law. Lighting of equipment structures and any other facilities on site shall be shielded from abutting properties. There shall be total cutoff of all light at the property lines of the parcel to be developed, and footcandle measurements at the property line shall be 0.0 initial foot candles when measured at grade.

(p) An applicant seeking to construct or install any external noise producing equipment ancillary to antennas shall use best efforts to minimize noise emanating from such equipment by the use of air-tight seals and noise absorbing materials on the walls and ducts of such equipment. The use of batteries as the back up power source is preferred over generators.

6.7.6 Design Review for Wireless Communication Equipment

Except for wireless communication equipment described in section 6.7.3.1(a) hereof, no wireless communication equipment shall be constructed or installed pursuant to section 6.7.3.1 until an application has been submitted to the Building Inspector as described in section 6.7.4. The applicant shall simultaneously file a copy of said application with the Design Review Board. The Design Review Board shall submit an advisory report to the Building Inspector within three weeks of the application filling date. In making their report, the Design Review Board shall evaluate the application based on the requirements of section 6.7.5 and may seek input from relevant Town departments. The Building Inspector shall not approve wireless communication equipment until the advisory report of the Design Review Board has been received or three weeks have elapsed without receipt of such report, and until all required departmental approvals have been issued. The Building Inspector has the authority to deny any building permit application which the Inspector determines does not comply with the requirements of section 6.7.5.

6.7.7 Modifications

A modification to a wireless communication facility shall be considered equivalent to an application for a new wireless communication facility and will require a special permit when the following events apply:

(a) The applicant and/or co-applicant wants to alter the terms of the special permit by changing the wireless communication facility in one or more of the following ways:

(i) Change in the number of facilities permitted on the site;

(ii) Change in the technology used for the wireless communication facility.

(iii) Change in the original permitted use of wireless communication.

(b) The applicant wants to add any equipment or additional height not specified in the original design filing.

6.7.8 Monitoring and Maintenance

Once a year if requested by the Building Inspector, the owner and/or operator of a wireless communication facility shall file with the Building Inspector an updated maintenance schedule as well as evidence that the wireless communication facility complies with the applicable standards of the Federal Communications Commission, the Federal Aviation Administration and the American National Standards Institute, and that the wireless communication facility remains in use.

The applicant and co-applicant shall maintain the wireless communication facility in good condition. Such maintenance shall include, but shall not be limited to, painting, structural integrity of the mount and security barrier, and maintenance of the buffer areas and landscaping.

6.7.9 Abandonment or Discontinuation of Use

At such time that a carrier plans to abandon or discontinue operation of a wireless communication facility, such carrier shall notify the Town by certified mail of the proposed date of abandonment or discontinuation of operations. Such notice shall be given no less than 30 days prior to abandonment or discontinuation of operations. In the event that a carrier fails to give such notice, the wireless communication facility shall be considered abandoned upon such discontinuation of operations.

Upon abandonment or discontinuation of use, the carrier shall physically remove the wireless communication equipment within 90 days from the date of abandonment or discontinuation of use. "Physically remove" shall include, but not be limited to:

(a) Removal of antennas, equipment shelters and security barriers from the subject property.

(b) Proper disposal of the waste materials from the site in accordance with local and state solid waste disposal regulations.

(c) Restoring the location of the wireless communication facility to its natural condition, except that any landscaping and grading shall remain in the after condition.

6.7.10 Reconstruction or Replacement of Existing Towers and Monopoles

Guyed towers, lattice towers and monopoles in existence at the time of the adoption of this By-Law may be reconstructed, altered, extended or replaced on the same site by special permit, provided that the Board of Appeals finds that such reconstruction, alteration, extension or replacement will not be substantially more detrimental to the neighborhood and/or the Town than the existing structure. In making such a determination, the Board of Appeals shall consider whether the proposed reconstruction, alteration, extension or replacement will create public benefits such as opportunities for co-location, improvements in public safety, and/or reduction in visual and environmental impacts. No reconstruction, alteration, extension or replacement shall exceed the height of the existing facility by more than twenty (20) feet.

6.7.11 Severability

A determination that any section or portion of this By-Law is invalid shall not invalidate any other portion or provision thereof, nor shall it invalidate any special permit previously issued thereunder.

ARTICLE 6: AMEND ZONING BY-LAW - WIRELESS COMMUNICATIONS FACILITIES TOWERS OVERLAY DISTRICT

To see if the Town will vote to amend the Needham Zoning By-Law by amending the Zoning Map as follows:

(a) Place in the Wireless Communications Facilities Towers Overlay District all that land now zoned Industrial Park and lying in the area bounded on the west by the Circumferential State Highway, Route 128, on the south by Cutler Reservation, on the east by Fourth Avenue, the line of the MDC Charles River Reservation, by several courses abutting residential districts of Riverside Street, Highview Street and Highland Terrace and on the north by a line parallel to Highland Avenue.

(b) Place in the Wireless Communications Facilities Towers Overlay District all that land now zoned Industrial and lying in the area bounded on the west by the Circumferential State Highway, Route 128, on the south by lines parallel to Highland Avenue, on the east by the Charles River and on the north by land of the MBTA.

(c) Place in the Wireless Communications Facilities Towers Overlay District all that land now zoned Industrial and lying in the area bounded on the west by the Circumferential State Highway, Route 128, on the south by land of the MBTA, on the east by the Charles River, and on the north by land of the Town of Needham.

(d) Place in the Wireless Communications Facilities Towers Overlay District all that land now zoned Industrial and lying in the area bounded on the west by Reservoir Street, on the south by land of the Town of Needham, on the east by the Charles River and on the north by a line parallel to Central Avenue.

(e) Place in the Wireless Communications Facilities Towers Overlay District all that land now zoned Single Residence A and lying in the area northerly of the Needham Pool and Racquet Club and westerly of the Town of Needham landfill being bounded and described as follows: Beginning at a point on the westerly sideline of Central Avenue, thence by said sideline by a curve to the left, with a radius of 680.00 feet, a length of 321.10 feet to a point, thence by a curve to the right, with a radius of 20.00 feet, a length of 39.03 feet to a point, thence N43°-10'-43"W a distance of 853.07 feet to a point, thence S46°-49'-17"W a distance of 60.00 feet to a point, thence N44°-30'-34"W a distance of 484.73 feet to a point, thence N43°-11'-10"W a distance of 435.48 feet to a point, thence N51°-43'-50"W a distance of 256.94 feet to a point, thence N25°-09'-50"E a distance of 1190.92 feet to a point, thence N25°-55'-00"E a distance of 284.32 feet to a point, thence N25°-37'-00E a distance of 196.62 feet to a point,

thence N10°-49'-00"E a distance of 18.70 feet to a point, thence N10°-44'-00"E a distance of 22± feet to Fuller Brook, thence turning and running by said Fuller Brook a distance of 1335 ± feet to a point, thence turning and running S14°-57'-34"E a distance of 1216 ± feet to a point, thence S29°-31'-10"W a distance of 767.18 feet to a point, thence N89°-37'-20"W a distance of 495.98 feet to a point, thence S00°-22'-40"W a distance of 407.30 feet to a point, thence S11°-11'-07"E a distance of 182.74 feet to a point, thence S06°-11'-30"E a distance of 114.08 feet to a point, thence by a curve to the left with a radius of 240.00 feet, a length of 217.57 feet to a point, thence S58°-07'-56"E a distance of 220.16 feet to the point of beginning.

(f) Place in the Wireless Communications Facilities Towers Overlay District all that land now zoned Single Residence A and commonly known as the Town of Needham landfill and lying in the area bounded and described as follows: Beginning at a point on the northerly sideline of Central Avenue, thence running N55°-25'-16"W a distance of 59.67 feet to a point, thence running N55°-42'-46"W a distance of 71.12 feet to a point, thence N58°-27'-06"W a distance of 112.06 feet to a point, thence N56°-16'-06"W a distance of 296.96 feet to a point, thence S00°-21'-59"W a distance of 42.02 feet to a point, thence S49°-16'-14"W a distance of 279.44 feet to a point, thence S75°-42'-34"W a distance of 187.24 feet to a point, thence S56°-16'-24"W a distance of 46.41 feet to a point, thence S41°-45'-34"W a distance of 50.01 feet to a point, thence S46°-22'-54"W a distance of 131.13 feet to a point, thence N82°-50'-34"W a distance of 228.42 feet to a point, thence N29°-35'-24"E a distance of 866.65 feet to a point, thence N14°-53'-20"W a distance of 1216 ± feet to a point in the centerline of Fuller Brook, thence by the said centerline of Fuller Brook northeasterly to a point (a tie of N62°-30'-33"E a distance of 1009.94 feet), thence S37°-39'-21"E a distance of 719.43 feet to a point, thence S36°-38'-47"E a distance of 88.71 feet to a point, thence S38°-48'-02"E a distance of 115.27 feet to a point, thence S38°-59'-47"E a distance of 152.44 feet to a point, thence S30°-32'-19"E a distance of 290.44 feet to a point, thence S24°-48'-14"E a distance of 24.80 feet to a point, thence S09°-13'-39"E a distance of 34.19 feet to a point, thence S63°-32'-06"E a distance of 97.36 feet to a point, thence S36°-34'-38"E a distance of 234.40 feet to a point, thence S50°-42'-20"E a distance of 77.07 feet to a point, thence N54°20'-46"E a distance of 19.05 feet to a point, thence N82°-49'-47"E a distance of 11.46 feet to a point, thence S76°-10'-08"E a distance of 31.72 feet to a point, thence S57°-15'-20"E a distance of 35.66 feet to a point, thence S53°-33'-52"E a distance of 15.31 feet to a point, thence S57°-38'-03"E a distance of 36.67 feet to a point, thence S58°-29'-44"E a distance of 181.83 feet to a point, thence S28°-44'-00"W a distance of 310.59 feet to a point, thence S59°-05'-55"E a distance of 275.42 feet to a point on the northerly sideline of Central Avenue, thence by said sideline and a curve to the right, with a radius of 500.00 feet, a length of 419.84 feet to a point, thence N88°-49'-18"W a distance of 233.98 feet to a point, thence by a curve to the left, with a radius of 804.73 feet, a length of 238.48 feet to a point, thence S74°-11'-57"W a distance of 348.85 feet to a point, thence by a curve with a radius of 894.54 feet, a length of 84.00 feet to the point of beginning.

or take any other action relative thereto.

Article 6 Explanation: This article describes the geographical boundaries of the new Wireless Communications Facilities Towers Overlay District which would include: (a) all land now zoned Industrial Park and lying in the area bounded on the west by the Circumferential State Highway, Route 128, on the south by Cutler Reservation, on the east by Fourth Avenue, the line of the MDC Charles River Reservation, by abutting residential districts of Riverside Street, Highview Street and Highland Terrace and on the north by a line parallel to Highland Avenue; (b) all land now zoned Industrial and lying in the area bounded on the west by the Circumferential State Highway, Route 128, on the south by lines parallel to Highland Avenue, on the east by the Charles River and on the north by land of the MBTA; (c) all land now zoned Industrial and lying in the area bounded on the west by the Circumferential State Highway, Route 128, on the south by land of the MBTA, on the east by the Charles River, and on the north by land of the Town of Needham; (d) all land now zoned Industrial and lying in the area bounded on the west by Reservoir Street, on the south by land of the Town of Needham, on the east by the Charles River and on the north by a line parallel to Central Avenue; (e) all land now zoned Single Residence A and lying in the area northerly of the Needham Pool and Racquet Club and westerly of the Town of Needham landfill which is commonly known as the locale of the WHDH radio towers; and (f) all land now zoned Single Residence A and lying in the area northerly of Central Avenue which is commonly known as the Town of Needham landfill.

MOVED: That the Town vote to amend the Needham Zoning By-Law by amending the Zoning Map as follows:

(a) Place in the Wireless Communications Facilities Towers Overlay District all that land now zoned Industrial Park and lying in the area bounded on the west by the Circumferential State Highway, Route 128, on the south by Cutler Reservation, on the east by Fourth Avenue, the line of the MDC Charles River Reservation, by several courses abutting residential districts of Riverside Street, Highview Street and Highland Terrace and on the north by a line parallel to Highland Avenue.

(b) Place in the Wireless Communications Facilities Towers Overlay District all that land now zoned Industrial and lying in the area bounded on the west by the Circumferential State Highway, Route 128, on the south by lines parallel to Highland Avenue, on the east by the Charles River and on the north by land of the MBTA.

(c) Place in the Wireless Communications Facilities Towers Overlay District all that land now zoned Industrial and lying in the area bounded on the west by the Circumferential State Highway, Route 128, on the south by land of the MBTA, on the east by the Charles River, and on the north by land of the Town of Needham.

(d) Place in the Wireless Communications Facilities Towers Overlay District all that land now zoned Industrial and lying in the area bounded on the west by Reservoir Street, on the south by land of the Town of Needham, on the east by the Charles River and on the north by a line parallel to Central Avenue.

(e) Place in the Wireless Communications Facilities Towers Overlay District all that land now zoned Single Residence A and lying in the area northerly of the Needham Pool and Racquet Club and westerly of the Town of Needham landfill being bounded and described as follows: Beginning at a point on the westerly sideline of Central Avenue, thence by said sideline by a curve to the left, with a radius of 680.00 feet, a length of 321.10 feet to a point, thence by a curve to the right, with a radius of 20.00 feet, a length of 39.03 feet to a point, thence N43°-10'-43"W a distance of 853.07 feet to a point, thence S46°-49'-17"W a distance of 60.00 feet to a point, thence N44°-30'-34"W a distance of 484.73 feet to a point, thence N43°-11'-10"W a distance of 435.48 feet to a point, thence N51°-43'-50"W a distance of 256.94 feet to a point, thence N25°-09'-50"E a distance of 1190.92 feet to a point, thence N25°-55'-00"E a distance of 284.32 feet to a point, thence N25°-37'-00E a distance of 196.62 feet to a point, thence N10°-49'-00"E a distance of 18.70 feet to a point, thence N10°-44'-00"E a distance of 22± feet to Fuller Brook, thence turning and running by said Fuller Brook a distance of 1335 ± feet to a point, thence turning and running S14°-57'-34"E a distance of 1216 ± feet to a point, thence S29°-31'-10"W a distance of 767.18 feet to a point, thence N89°-37'-20"W a distance of 495.98 feet to a point, thence S00°-22'-40"W a distance of 407.30 feet to a point, thence S11°-11'-07"E a distance of 182.74 feet to a point, thence S06°-11'-30"E a distance of 114.08 feet to a point, thence by a curve to the left with a radius of 240.00 feet, a length of 217.57 feet to a point, thence S58°-07'-56"E a distance of 220.16 feet to the point of beginning.

(f) Place in the Wireless Communications Facilities Towers Overlay District all that land now zoned Single Residence A and commonly known as the Town of Needham landfill and lying in the area bounded and described as follows: Beginning at a point on the northerly sideline of Central Avenue, thence running N55°-25'-16"W a distance of 59.67 feet to a point, thence running N55°-42'-46"W a distance of 71.12 feet to a point, thence N58°-27'-06"W a distance of 112.06 feet to a point, thence N56°-16'-06"W a distance of 296.96 feet to a point, thence S00°-21'-59"W a distance of 42.02 feet to a point, thence S49°-16'-14"W a distance of 279.44 feet to a point, thence S75°-42'-34"W a distance of 187.24 feet to a point, thence S56°-16'-24"W a distance of 46.41 feet to a point, thence S41°-45'-34"W a distance of 50.01 feet to a point, thence S46°-22'-54"W a distance of 131.13 feet to a point, thence N82°-50'-34"W a distance of 228.42 feet to a point, thence N29°-35'-24"E a distance of 866.65 feet to a point, thence N14°-53'-20"W a distance of 1216 ± feet to a point in the centerline of Fuller Brook, thence by the said centerline of Fuller Brook northeasterly to a point (a tie of N62°-30'-33"E a distance of 1009.94 feet), thence S37°-39'-21"E a distance of 719.43 feet to a point, thence S36°-38'-47"E a distance of 88.71 feet to a point, thence S38°-48'-02"E a distance of 115.27 feet to a point, thence S38°-59'-47"E a distance of 152.44 feet to a point, thence S30°-32'-19"E a distance of 290.44 feet to a point, thence S24°-48'-14"E a distance of 24.80 feet to a point, thence S09°-13'-39"E a distance of 34.19 feet to a point, thence S63°-32'-06"E a distance of 97.36 feet to a point, thence S36°-34'-38"E a distance of 234.40 feet to a point, thence S50°-42'-20"E a distance of 77.07 feet to a point, thence N54°20'-46"E a distance of 19.05 feet to a point, thence N82°-49'-47"E a distance of 11.46 feet to a point, thence S76°-10'-08"E a distance of 31.72 feet to a point, thence S57°-15'-20"E a distance of 35.66 feet to a point, thence S53°-33'-52"E a distance of 15.31 feet to a point, thence S57°-38'-03"E a distance of 36.67 feet to a point, thence S58°-29'-44"E a distance of 181.83 feet to a point, thence S28°-44'-00"W a distance of 310.59 feet to a point, thence S59°-05'-55"E a distance of 275.42 feet to a point on the northerly sideline of Central Avenue, thence by said sideline and a curve to the right, with a radius of 500.00 feet, a length of 419.84 feet to a point, thence N88°-49'-18"W a distance of 233.98 feet to a point, thence by a curve to the left, with a radius of 804.73 feet, a length of 238.48 feet to a point, thence S74°-11'-57"W a distance of 348.85 feet to a point, thence by a curve with a radius of 894.54 feet, a length of 84.00 feet to the point of beginning.

The Moderator announced that there were two motions to amend under the combined discussion of Articles 5 and 6.

Mr. Richard B. Weitzen's motion to amend was presented, but it failed to pass by voice vote.

Mr. Alpert's third motion to amend was presented, but it failed to pass by voice vote.

ACTION: The main motion under Article 6 was presented and carried unanimously by voice vote.

ARTICLE 7: AMEND CONSOLIDATED PERSONNEL BY-LAW

To see if the Town will vote to amend the Consolidated Personnel By-Law, Article 8 of the General By-law of the Town of Needham, by replacing the current Consolidated Personnel By-law in its entirety and by substituting therefor a revised Consolidated Personnel By-Law; or take any other action relative thereto.

Article 7 Explanation: The Personnel Board is proposing major revision to the Consolidated Personnel By-law, which will be distributed to Town Meeting Members prior to May 1, 2000. Over the past year, the Board has been working to create a By-law which will allow Town boards, committees, appointing authorities, and department managers to manage the human resources of covered employees in the most efficient and effective manner possible. Most of the revision work has been to transition the By-law into the current context of modern human resources practices. Because HR is a constantly evolving field, the Board worked to make the By-law the enabling document that would sustain incremental changes and shifts in HR practices and trends, while preserving the integrity of the Town's structural constructs. The revision is intended to (1) set forth the purpose of the By-law; (2) define the roles and responsibilities of the parties responsible for the Town's HR system; and (3) provide more specific details in the three principal areas of personnel responsibilities -- Staffing Controls, Classification, and Compensation. The Board has moved policies and procedures out of the By-law, primarily because these should be updated from time to time, and it would not be practical to revise the By-law in order to do so.

MOVED: That the Town vote to amend the Consolidated Personnel

By-Law, Article 8 of the General By-law of the Town of Needham, by replacing the current Consolidated Personnel By-law in its entirety and by substituting therefor a revised Consolidated Personnel By-Law; or take any other action relative thereto.

Mr. Richard J. Lunetta, Chairman, addressed these proposal on behalf of the Personnel Board. He explained that the Personnel Board reviews matters pertaining to the 350 general government employees out of a total of 850 employees townwide.

Ms. Vivian Hsu, Vice Chairman, explained that the Board underwent a comprehensive review of the Personnel By-Law. The Board's goal was to update the By-Law in order to allow the town to streamline its human resource system. The proposed By-Law does not change the structure of the existing By-Law. The day-to-day policies and procedures are being moved to the Policies and Procedures Manual and the Town Administrator will oversee the administration of the town's human resource system.

Mr. Ronald W. Ruth, member of the Finance Committee, stated that this proposal has no financial impact on the town but does involve the Finance Committee. The revised Personnel By-Law is consistent with the current practices and the Finance Committee recommends adoption of Article 7.

Also recommending adoption of Article 7 was Daniel P. Matthews, member, on behalf of the Board of Selectmen, and Lois C. Bacon, Trustee, on behalf of the Needham Public Library Trustees.

ACTION: The main motion was presented and carried unanimously by voice vote.

VOTED: That the Town vote to amend the Consolidated Personnel By-Law, Article 8 of the General By-law of the Town of Needham, by replacing the current Consolidated Personnel By-law in its entirety and by substituting therefor a revised Consolidated Personnel By-Law:

TOWN OF NEEDHAM
ARTICLE 8
PERSONNEL BY-LAW

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ARTICLE 8
CONSOLIDATED PERSONNEL BY-LAW

SECTION 8.1 PURPOSE AND AUTHORIZATION

8.1.1 Purpose. This By-law establishes the human resources system for the Town of Needham. It establishes the role and authority of the Personnel Board, the Town Administrator, the Assistant Town Administrator/Personnel Director (or person appointed to a similar position) in developing strategic programs and implementing operational matters. The human resources system is designed to ensure that Town employees are treated in a fair, equitable, efficient and ethical manner.

8.1.2 Governing Law. The Personnel By-Law, Article 8 of the General By-laws of the Town of Needham, is adopted pursuant to the authority granted by Article LXXXIX of the Constitution of the Commonwealth of Massachusetts and M.G.L. Chapter 41, Section 108A and 108C, and is intended to be in accordance with all applicable state and federal laws. In the event of inconsistencies, the applicable state or federal law shall govern and apply.

SECTION 8.2 APPLICATION AND ADMINISTRATION

8.2.1 Town Positions. All Town departments and positions shall be subject to the provisions of this By-law, except positions under the supervision of the Needham School Committee and employees with personal contracts. This By-law shall apply only to those individuals not in a collective bargaining unit. Those employees included in a collective bargaining unit shall have their wages, hours and working conditions governed exclusively by collective bargaining and any relevant collective bargaining agreement.

8.2.2 Administration. The Personnel Board and the Town Administrator will administer this By-law to oversee the human resources system for the Town.

SECTION 8.3 DEFINITIONS

As used in this By-law, the following words and phrases shall have the following meanings unless a different construction is clearly required by the context or by the laws of the Commonwealth of Massachusetts.

8.3.1 Appointing Authority - Any board or official authorized by General Law, the Town Charter, or otherwise, to appoint employees to positions in Town service.

8.3.2 Appointment - The placement of a person in a position in the service of the Town.

8.3.3 Civil Service Law - M.G.L. Chapter 31 as amended and all rules and regulations made thereunder, and any special law enacted by the General Court regulating classifications, compensation and conditions of employment in service of the Town under M.G.L. Chapter 31.

8.3.4 Class - A group of positions in Town service sufficiently similar in respect to duties that one position title may be applied to all, that the same requirements may be used to determine qualification of employees, and that the same tests of qualification may be used to choose qualified employees, and that the same scale of pay may be applied to all positions in the group.

8.3.5 Classification Plan - The classification plan established

by this By-law, and by votes of the Town Meeting in relation thereto, under authority of M.G.L. Chapter 41, Sections 108A and 108C, as amended.

8.3.6 Compensation Plan - The compensation plan established by this By-law, and by votes of the Town Meeting in relation thereto, under authority of M.G.L. Chapter 41, Sections 108A and 108C, as amended.

8.3.7 Department Manager - The officer having immediate supervision and control of a department.

8.3.8 Employee - An appointee of the Town of Needham occupying a position in the Classification Plan.

8.3.9 Full-Time Employment - Appointment to a permanent position for not less than seven and one-half (7-½) hours per day, for five (5) days per week for fifty-two (52) weeks per year, minus legal holidays, vacations, and other authorized leaves of absence. Full time employees are eligible for leaves and benefits.

8.3.10 Non-Represented Employees – Employees whose position titles are not included in a collective bargaining agreement.

8.3.11 Part-Time Employment – Appointment to a position in Town service for less than twenty (20) hours per week. Part-time employees are ineligible for leaves and benefits.

8.3.12 Permanent Part-time Employment – Appointment to a permanent position for a regular schedule of twenty (20) or more hours per week and less than full-time, for fifty-two (52) weeks per year, as less than full-time employment pursuant to Section 8.3.9. Permanent part-time employees are eligible for pro-rated benefits and paid leaves.

8.3.13 Position - A post of employment established in the Classification Plan of this By-law, with assigned duties and responsibilities.

8.3.14 Promotion - A change from a position of lower classification and compensation grade to a position in the same department and of similar work, but with greater responsibilities and in a higher classification and compensation grade.

8.3.15 Rate - A sum of money designated as compensation for hourly, weekly, monthly or annual employment services.

8.3.16 Reclassification - A change made to a position title within the Classification Plan as a result of a change in duties required to be performed by the position.

8.3.17 Represented Employees – Employees whose position titles are included in a collective bargaining agreement.

8.3.18 Step/Step Rate - The rate(s) in the range of a compensation grade.

8.3.19 Temporary Employment – The retention of an employee, on a non-competitive basis, in a position in Town service for a period of time not to exceed six (6) calendar weeks.

8.3.20 Town - The Town of Needham.

8.3.21 Town Administrator - The Town Administrator established by Section 2.2.1 of the General By-laws, as amended.

8.3.22 Town Charter - The Needham Special Home Rule Charter Act (Acts of 1971, Chapter 403), as amended.

SECTION 8.4 THE PERSONNEL BOARD

8.4.1 Role of the Personnel Board. The Personnel Board role is defined to include both strategic activities and administrative oversight responsibilities.

8.4.1.1 First, the Personnel Board oversees the human resources system. Second, the Personnel Board, as a standing committee of Town Meeting, advises the executive branch on strategic human resources and collective bargaining matters.

8.4.1.2 The Personnel Board interacts with the Board of Selectmen and the Finance Committee, each of which may render decisions impacting the human resources system of the Town or Town employees subject to the application of this By-law. The Personnel Board also interacts with other elected and appointed committees and boards of the Town.

8.4.2 General and Specific Powers. The Personnel Board may issue, amend, or repeal administrative orders, procedural rules, policies, decisions and regulations for the purpose of implementing powers and duties vested in it by this By-law and by votes of the Town Meeting pertaining to Town human resource matters.

8.4.2.1 The Personnel Board is vested with the authority and responsibility for the establishment and oversight of a human resources system based on merit principles, such system to include but not be limited to: (a) an updated classification plan; (b) an annual compensation plan; (c) staffing controls in accordance with Section 8.8 of this By-law; (d) policies and procedures for recruitment, selection, promotion, transfer, performance management, discipline and removal of employees; (e) the adjudication of personnel grievances and appeals; and (f) any and all other elements as deemed appropriate or required by law. The Personnel Board shall establish the hours of work, leaves and other benefits, and compensation for non-represented employees not otherwise provided for in this By-law.

8.4.2.2 The Personnel Board shall oversee the administration of those aspects of this By-law vested in the Town Administrator.

8.4.2.3 The Personnel Board shall make recommendations to the Town Meeting with respect to those aspects of

the By-law it deems necessary, proper and prudent, to maintain the integrity of the operation and policies of this By-law.

8.4.2.4 If an Article is inserted in the Warrant for an Annual or Special Town Meeting, by voter petition under M.G.L. Chapter 39, Sections 10 and 12, as amended, or under Section 12A of the Town Charter, as amended, which petition is with respect to the human resource system of the Town, a copy of such petition shall be furnished to the Personnel Board as soon as possible by the Town Administrator, together with any explanatory information he/she is able to provide. The Personnel Board shall report to said Town Meeting that the proposal in such petition "Ought to be adopted," or "Ought to be adopted with an amendment or amendments specified by the Personnel Board," or "Ought to be referred for further study and a report to the next ensuing Annual Town Meeting," or "Ought to be rejected" or similar appropriate language.

8.4.2.5 Under the General By-laws of the Town of Needham, the Personnel Board will consult with the Finance Committee and the Board of Selectmen, on a motion to propose appropriations to fund the cost items of collective bargaining agreements negotiated on behalf of the Town. The Personnel Board shall review such agreements and report its recommendations to the Town Meeting as to whether or not the motion should be adopted. The Board of Selectmen or its designee shall keep the Personnel Board informed as to the status of collective bargaining and the Personnel Board shall make recommendations to the Board of Selectmen, as it deems appropriate in accordance with the General By-law.

8.4.2.6 The Personnel Board shall be informed of any significant issues arising out of or resulting from the Town's collective bargaining agreements.

8.4.2.7 All employees and elected officers shall comply with and assist in furnishing records, reports and other information requested by the Personnel Board. The Personnel Board shall have access to all facts, figures, records and other information pertaining to all Town departments and positions subject to this By-law, and shall be furnished with such information in the form it may require and in a timely manner, when requested from any such department, appointing authority or elected official.

8.4.3 Composition; Selection; Term; Qualifications. The Town Moderator shall appoint the Personnel Board, consisting of five (5) persons for three (3) year overlapping terms. At least two members of the Personnel Board shall be qualified by reason of their experience as human resources executives.

8.4.3.1 Any registered voter of the Town may be appointed to the Personnel Board, provided however, that no Town employee or Town elected official (other than a Town Meeting Member) shall be appointed. The Chair of the Personnel Board may designate a member of the Personnel Board to serve ex-officio as a representative of the Personnel Board on a study committee of the Town Meeting.

8.4.3.2 Each member whose term has expired shall serve until a successor is qualified and appointed. If any member resigns or otherwise leaves office before the end of his or her full term, the Town Moderator shall appoint a successor to serve for the balance of the unexpired term. Any member may resign at any time by giving written notice to the Chair of the Personnel Board, the Town Clerk and the Town Moderator. Unless otherwise specified in such written notice, the resignation shall be effective upon delivery. The General By-laws shall govern the removal of any member.

8.4.4 Officers. The Personnel Board shall annually elect its own Chair and Vice-Chair. In the absence of or incapacity of the Chair, the Vice-Chair shall act as Chair.

8.4.5 Quorum. The presence of a majority of the members of the Personnel Board then in office shall constitute a quorum for the transaction of business at all meetings of the Personnel Board. The affirmative vote of a quorum shall be necessary for any official act of the Personnel Board to become effective. If a quorum is not present at any meeting of the Personnel Board, the members present may adjourn the meeting until a quorum shall be present.

8.4.6 Delegation of Duties. The Personnel Board may, by formal vote or regulation, delegate any of its powers, duties and responsibilities to the Town Administrator, Assistant Town Administrator/Personnel Director or person appointed to a similar position. The Personnel Board shall file a copy of such vote or regulation with the Town Administrator or Assistant Town Administrator/Personnel Director, and with the Town Clerk.

8.4.7 Personnel Board Proceedings; Personnel Board Staff. The Personnel Board shall meet monthly in the Town Hall, unless otherwise posted on the Town Hall bulletin board, and shall keep a record of its official proceedings and actions. Subject to appropriation, the Personnel Board may retain such clerical and other assistance, and make such expenditures, as it deems necessary to the performance of its duties. The Board of Selectmen shall furnish the Personnel Board with such meeting or other space as it may require for the performance of its duties and the storage of its property and records; and upon application by the Personnel Board, shall provide it with an adequate place for the holding of public hearings.

SECTION 8.5 THE TOWN ADMINISTRATOR

8.5.1 Role. The Town Administrator shall be responsible for the daily administration of this By-law, except as to such powers and duties as are expressly assigned to the Personnel Board under this By-law. With the approval of the Board of Selectmen, the Town Administrator shall delegate to the Assistant Town Administrator/Personnel Director (or person

appointed to a position with a similar title) such powers and duties as the Town Administrator deems appropriate for the expeditious and efficient management of Town personnel matters. Such delegation shall be by means of a written instrument, approved by the Selectmen, which clearly specifies the powers and duties delegated to the Assistant Town Administrator/Personnel Director. A copy of such instrument shall be filed promptly with the Personnel Board.

8.5.2 Personnel Director.

8.5.2.1 A selection committee comprised of two members of the Board of Selectmen, and two members of the Personnel Board, and the Town Administrator may appoint a person to a position with the title of Personnel Director, Assistant Town Administrator/Personnel Director or similar title. Any person so appointed to this position shall be qualified by reasons of experience in personnel administration and knowledge of the state and federal laws governing municipal personnel administration in the Commonwealth. The minimum qualifications for appointment to said office shall be set forth in an official job description or position description developed jointly by the Board of Selectmen, Town Administrator, and Personnel Board. The person appointed to this position may be removed from Town service at the discretion of the Town Administrator.

8.5.2.2 The person appointed to this position shall manage the daily operations of the Personnel Department, under the supervision and direction of the Town Administrator and perform such duties as may be delegated by the Town Administrator under Section 8.5.1 of this By-law.

8.5.3 Responsibilities

8.5.3.1 The Town Administrator shall implement the Classification and Compensation Plans formulated by the Personnel Board, subject to the relevant rules and regulations that the Personnel Board may from time to time adopt, amend or repeal.

8.5.3.2 The Town Administrator shall oversee the administration of the management compensation system, including performance and merit pay programs, in accordance with guidelines and policies promulgated by the Personnel Board.

8.5.3.3 The Town Administrator shall ensure that the recruitment, selection, promotion, transfer, discipline and removal of employees are conducted in accordance with applicable state and federal laws, and with Town By-laws and policies adopted pursuant to the same.

8.5.3.4 The Town Administrator shall oversee administration of an affirmative action program for all departments and positions subject to the provisions of this By-law, to ensure that the Town acts affirmatively in providing maximum opportunities to all persons regardless of race, sex, color, disability, religion, national origin, sexual orientation or age, for entry level and promotional positions, and provide equal treatment in all aspects of personnel administration.

8.5.3.5 The Town Administrator shall take care to see that rights of honorably discharged veterans of the armed forces of the United States shall be observed in the hiring, promotion, lay off or other discharge of employees under this By-law, insofar as such rights are prescribed by state and federal law.

8.5.3.6 The Town Administrator shall administer employee benefits programs for (a) Town personnel subject to this By-law, and (b) such other Town personnel and retirees as may be placed under his/her jurisdiction for these purposes by departments not subject to this By-law.

8.5.3.7 The Town Administrator shall establish and maintain a centralized human resource information system as may be required by law and prudent human resources record keeping practices, for the effective management and administration of Town personnel and for the purpose of the Personnel Board. The Town Administrator shall consult from time to time with that Personnel Board about this system and the information required by the Personnel Board for its purposes.

8.5.3.8 The Town Administrator shall provide such advice, assistance and information to the Personnel Board as it may require for the discharge of its functions under this By-law.

8.5.3.9 The Town Administrator shall provide advice and assistance to department managers or appointing authorities, supervisory personnel, and employees, on all aspects of human resources administration.

8.5.3.10 The Town Administrator shall develop in-service training programs for Town personnel, to improve the quality and effectiveness of their job performance.

8.5.4 Special Responsibilities. When so required by a formal vote or regulation of the Board of Selectmen, the Town Administrator shall perform such duties with respect to labor relations, collective bargaining, and the enforcement of collective bargaining agreements under M.G.L. Chapter 150E.

8.5.5 Filings. The Town Administrator shall file promptly with the Personnel Board and with the Town Clerk copies of any rule, regulation or policy adopted under this By-law, and of any amendment or repeal thereof.

SECTION 8.6 PERSONNEL POLICIES AND PROCEDURES

8.6.1 Adoption of Policies. The Personnel Board and the Town Administrator will develop policies, in accordance with their responsibilities under this By-law, so as to implement this By-law and to address employment-related matters not covered by this By-law.

8.6.2 Scope. These personnel policies and procedures shall include, but not be limited to, those governing recruitment, selection and hiring, promotion, transfer, performance

evaluation, grievance procedures, discipline, layoff, and termination of or other removal from employment, as well as policies concerning employee safety, affirmative action and sexual harassment.

SECTION 8.7 PERSONNEL APPEALS

8.7.1 Appeals to the Personnel Board. The Personnel Board may resolve the appeals of Town employees who are aggrieved by any action taken under authority of this By-law, other than an action of the Town Meeting. The Personnel Board may use such procedural rules as it deems appropriate and in a manner that does not infringe upon the statutory prerogatives of the Town Meeting or the appointing authorities.

8.7.2 Requirements. The Personnel Board shall handle any such appeals in accordance with applicable state and federal laws, the rules and regulations of the Massachusetts Civil Service Commission and applicable collective bargaining agreements.

8.7.3 Appeals to Town Meeting. Appeals from decisions made pursuant to this By-law by the Finance Committee or Personnel Board may be taken to the Town at the Annual or Special Town Meeting, in accordance with sections 12 and 12A of the Charter of the Town of Needham (c. 403 of the Acts of 1971).

SECTION 8.8 STAFFING CONTROLS

8.8.1 Staffing Control. Staffing control is a mechanism used to ensure the filling of positions at the appropriate classification and compensation level, and the adequacy of funding. Both the Personnel Board and the Finance Committee have a role in the staffing control system.

8.8.1.1 The Personnel Board recommends classification and compensation levels to Town Meeting, and sets such classification and compensation levels on an emergency basis, subject to Town Meeting review, in accordance with Section 8.9.8 of this By-law. All employees in the Town are placed in titles which have been approved by the Personnel Board and are paid at the corresponding compensation level.

8.8.1.2 The Finance Committee reviews all appointments for the purpose of ensuring the adequacy of funding and may implement staffing control regulations as provided in Section 8.8.7 of this By-law.

8.8.2 New Positions. New positions to be included in the Classification Plan (other than those created by reclassification pursuant to Section 8.9.6) may be established only in accordance with the following procedure.

8.8.2.1 Appointing authorities or department managers proposing the establishment of a new position shall provide the Personnel Board with information concerning such a position, in sufficient detail as the Personnel Board may require. Any such proposal shall include an explanation of the reason or reasons for the new position for the purpose of providing the Personnel Board with background information to understand the context of the new position within the human resources system so as to preserve its integrity.

8.8.2.2 The proposal shall also include, but not be limited to, a description of the duties, skills, knowledge, abilities, experience, special qualifications and other work performance requirements of the proposed position. In addition, the proposal shall include a job title and position description as provided under Sections 8.9.3 and 8.9.4.

8.8.2.3 The Personnel Board shall have the right to decline or defer classification of a new position if it determines that the requisite information submitted with the proposal is insufficient or requires clarification. Otherwise, the Personnel Board will classify the new position in accordance with this By-law.

8.8.2.4 The Personnel Board will forward its determination, with the proposal and any other relevant information, to the Finance Committee for its review and approval under this By-law.

8.8.3 Compliance with Classification and Compensation Plans. To ensure compliance with the Classification and Compensation Plans and other provisions of this By-law, no person will be hired, promoted or transferred to a paid appointive position without the prior approval of the Town Administrator.

8.8.4 Temporary Appointments. Department managers or appointing authorities may hire temporary employees for a period not to exceed six (6) calendar weeks without obtaining the prior approval of the Finance Committee. Temporary appointments are subject to appropriation and the prior approval of the Town Administrator.

8.8.5 Staffing Reports. The Town Administrator and/or the Personnel Director shall provide the Personnel Board with regular staffing reports as the Personnel Board may require. These reports shall include detailed information with respect to the employment of temporary employees, as well as the employment, promotion, transfer or termination of any employee in a paid appointive position.

8.8.6 Finance Committee Approval. To verify the availability of adequate appropriation or other monies to enable the appointment, no person (except temporary employees) will be hired, promoted or transferred to a paid appointive position without the prior approval of the Finance Committee. Finance Committee approval must be made in the form of a Certificate of Necessity.

8.8.7 Finance Committee Regulations. Subject to a public hearing, the Finance Committee may adopt and amend regulations establishing staffing controls of appointive positions (except those mandatory positions that must be filled under state law, local charter or by-law). Such regulations shall pertain only to the preservation of an economic balance between the numbers of appointive employees retained by town agencies and the budgets authorized by vote of Town

Meeting.

SECTION 8.9 CLASSIFICATION OF TOWN POSITIONS

8.9.1 Classification Plan. The Classification Plan shall include the Classification Schedule and the Compensation Plan. It shall provide a uniform system for classifying all positions subject to this By-law and establish proper relationships between positions based on the level of responsibilities assumed and the minimum qualifications required to perform the duties.

8.9.2 Annual Classification Schedule. In consultation with the Town Administrator, the Personnel Board shall formulate annually and submit to the Annual Town Meeting for its approval, a schedule setting forth the classes of positions, by job title, in the Town service, which are subject to the provisions of this By-law. This schedule shall be incorporated in the Compensation Plan submitted under this By-law. The provisions of this Section 8.9 and the Classification Schedule approved by the Annual Town Meeting shall constitute the Classification Plan authorized by Section 108A of the General Laws as amended.

8.9.3 Position Title. The Personnel Board shall establish a position title that shall be used on payrolls, budget estimates and official records and reports. Position titles established by the Director of Civil Service for positions subject to the Civil Service Law, the General By-laws of the Town of Needham or the Town Charter shall prevail and be used as the official title for those positions and their incumbents. No person shall be appointed or promoted to any position in Town service under a title not included in the Classification Plan.

8.9.4 Position Description. The Personnel Board shall approve official written descriptions for all positions in the Classification Plan. Such descriptions shall consist of a statement describing the essential functions, character of the duties and responsibilities of the work, the required minimum knowledge, skills, training, abilities, experience and special qualifications required for entrance to and continuation in the position.

8.9.5 Periodic Reviews. The Personnel Board, subject to appropriation, shall conduct periodic reviews at intervals of not more than five (5) years of the Classification Plan to ensure it remains uniform and current.

8.9.6 Reclassification of Positions and Requests for Classification Plan Changes. In consultation with the Town Administrator, the Personnel Board shall consider written requests from department managers, individuals or groups of individuals with respect to the reclassification of positions. Positions may not be reclassified without the review and approval of the Personnel Board.

8.9.7 Temporary Classification. Upon the written request of an appointing authority or department manager and in consultation with the Town Administrator, the Personnel Board may establish a temporary classification for a position and its related compensation. Any such classification and compensation shall remain in effect until the next Town Meeting. At that time, the Personnel Board may recommend to Town Meeting that the temporary classification and compensation be made permanent. If Town Meeting adopts such a recommendation, the temporary classification and compensation shall be incorporated into the Classification Plan. If the temporary classification and compensation are not adopted into the Classification Plan by vote of Town Meeting, the classification and its compensation shall terminate upon the adjournment sine die of such Town Meeting. However, the incumbent employee in the temporary classification shall revert to the classification and compensation of the position, if any, which he or she held immediately prior to the temporary classification, without loss of place in the step-rate schedule. In the event that the Town Meeting does not adopt the temporary classification into the Classification Plan, the incumbent employee shall not be required to return any compensation already paid to him or her by the Town.

SECTION 8.10 COMPENSATION

8.10.1 Establishment of Compensation. In consultation with the Town Administrator, the Personnel Board shall prepare and submit to the Annual Town Meeting, for its consideration and action, a Compensation Plan pursuant to Section 108A of Chapter 41 of the General Laws, as amended. The Town Administrator, or his or her designee, shall administer the Compensation Plan, except as otherwise provided herein.

8.10.2 Scope of Compensation Plan. The Compensation Plan shall be directly related to the Classification Plan, and shall consist of compensation schedules based on relative responsibilities between various positions; wage rates for comparative types of work in the public and private sector, conditions in the labor market, fiscal policies of the Town and ratified bargaining unit agreements. All employees shall be paid in accordance with the rates in the Compensation Plan, unless otherwise provided under the Personnel Board's policies and procedures.

8.10.3 Management Compensation System.

8.10.3.1 The Town Administrator shall oversee a management compensation system, including performance and merit pay components, in accordance with guidelines and policies promulgated by the Personnel Board.

8.10.3.2 In the event that other provisions of this By-law conflict with Section 8.10.3.1, the provisions of 8.10.3.1 shall prevail.

8.10.3.3 The Town Administrator must approve all management compensation increases. In the event that an appointing authority is not satisfied with a determination made by the Town Administrator, he or she may request that the Chairman of the Personnel Board or his or her designee to mediate the matter. If the Appointing Authority is still not satisfied with the decision of the Town Administrator, he or she may file an appeal with the Personnel Board in accordance with Section 8.7 of

this By-Law.

SECTION 8.11 MISCELLANEOUS

8.11.1 Amendments. The Personnel Board shall make those recommendations to any Town Meeting as it deems proper and necessary for the amendment of this By-law.

8.11.2 Captions. The captions contained in this By-law are for reference only, are not a part of this By-law and are not intended in any way to limit or enlarge the terms and provisions of this By-law.

8.11.3 Number and Gender. Whenever in this By-law the context so requires, the singular number shall include the plural and the plural shall include the singular, and the use of a word denoting one gender shall be deemed to include the other gender.

ARTICLE 8: AMEND CLASSIFICATION AND STANDARD RATES OF COMPENSATION

To see if the Town will vote to amend the Classification and Standard Rates of Compensation Schedule in its entirety by substituting therefor a new Classification and Standard Rates of Compensation Schedule; or take any other action relative thereto.

Article 8 Explanation: In accordance with M.G.L. c. 41 Section 108A, the Town annually adopts a classification and compensation schedule for General Government employees, other than employees covered by labor contracts. The Personnel Board recommends classification and compensation levels for non-represented employees, as well as classification levels for employees whose titles are contained in a bargaining unit. The rates of pay for the latter are set during the collective bargaining process and are incorporated into the classification and compensation schedule. All proposed revisions to the Classification and Standard Rates of Compensation Schedule will be provided to Town Meeting Members before May 1, 2000.

MOVED: That the Town vote to amend the Classification and Standard Rates of Compensation Schedule in its entirety by substituting therefor a new Classification and Standard Rates of Compensation Schedule.

A motion to discuss the subject matter of Articles 8 and 9 together and vote on separately was offered by Mr. Richard S. Creem. The motion was presented and carried unanimously by voice vote.

Ms. Patricia A. Forde, member, addressed this proposal on behalf of the Personnel Board. She explained that the Personnel Board recommends a cost of living adjustment of 2.5% for non-represented and general employees. The Consumer Price Index was used to determine the cost adjustment. Under Schedule C, the Board plans to review in the Summer the position of Ranger/Ridge Hill with a possible change to the per event rate. The total cost of these recommendations is $108,000.

Mr. Richard S. Creem, member, addressed the proposal under Article 9 on behalf of the Personnel Board.

A motion to amend was offered by Mr. Richard S. Creem by:

deleting after the words "Town Clerk" the amount of "$51,388" and inserting in place thereof the amount of "$52,673".

and by deleting after the words "Town Clerk" with six or more years of service in that position" the amount of "$61,356" and inserting in place thereof the amount of "62,890"

and by deleting in the first sentence of footnote (1) the amount of "2,454" and inserting in place thereof the amount of "2,516"

and by deleting the last clause of footnote (1) and inserting a new sentence at the end as follows: "The annual salary of $62,890 includes compensation for five weeks of vacation leave, any unused portion of which will be paid at the time of separation from Town Service in an amount not to exceed $6,289. At this time of separation from Town Service, the Town Clerk shall be paid for seven (7) weeks of accrued, unused vacation in an amount not to exceed $8,805."

Mr. Creem explained that elected officials do not fall under the Town's Classification and Standard Rates of Compensation. There are no changes in the compensation of Selectmen and Assessors. The salary of the Town Clerk, however, is somewhat different this year. The salary and compensation of elected officials must be voted on by Town Meeting. In prior years the Personnel Board would recommend the annual salary of elected officials to Town Meeting. Then, the Personnel Board would affix the benefits. With the change in the Personnel By-Law this year, it is no longer possible to do this. To remedy this situation, the Personnel Board inserted full benefits as is provided all other managerial positions. The position of Town Clerk is classified as an M2 and the Personnel Board is recommending the same 2 ½ % cost of living adjustment as other non-represented employees. This article with the benefits must come before Town Meeting each year. Mr. Creem noted that it is the hope of the Personnel Board that all relevant parties will act responsibly in future.

Michelle M. McQuillen, member, recommended adoption of Articles 8 and 9 on behalf of the Finance Committee..

Mr. Daniel P. Matthews, Chairman, advised that article 9 is consistent with the salary and benefits of non-represented employees.

ACTION: Under Article 8, the motion was presented and carried unanimously by voice vote.

VOTED: That the Town vote to amend the Classification and Standard Rates of Compensation Schedule in its entirety by substituting therefor a new Classification and Standard Rates of Compensation Schedule.

That the Town vote to amend the Classification and Standard Rates of Compensation Schedule in its entirety by substituting therefor a new Classification and Standard Rates of Compensation Schedule.

FISCAL YEAR 2001
SCHEDULE A

Effective July 1, 2000
Full-time, part-time and seasonal position classifications with corresponding compensation schedules

CLASS TITLE	GRADE/SCHEDULE
Activity Instructor	Schedule C
Administrative Assessor	M-2
Administrative Assistant	TS-3
Administrative Coordinator	TS-4
Administrative Specialist	TS-4
Animal Control Officer	PB-1
Animal Inspector	Schedule C
Assistant Administrative Assessor	PT-4
Assistant Cataloger	SS-3
Assistant Children's Librarian	SS-4
Assistant, Council on Aging	Schedule C
Assistant Director of Emergency Management	Schedule C
Assistant Director of Public Library	NR-6
Assistant Director, Park and Recreation	PT-4
Assistant Program Coordinator	NR-1
Assistant Program Coordinator (PT)	Schedule C
Assistant, Property Tax Program	Schedule C
Assistant Superintendent	NR-5
Assistant Superintendent, Fire Alarm	FA-2
Assistant to Planning Director	NR-3
Assistant to Town Administrator	NR-3
Assistant Town Administrator/Personnel Director	M-3
Assistant Town Clerk	NR-3
Assistant Town Engineer	NR-6
Assistant Treasurer/Collector	NR-5
Associate Director, Council on Aging	PT-4
Building Construction and Renovation Manager	M-3
Building Custodian	T-7
Building Inspector, Substitute	Schedule C
Building Monitor	Schedule C
Canvasser	Schedule C
Carpenter	BT-2
Chief Pumping Station Operator	W-7
Civil Engineer	NR-4
Clerk	Schedule C
Committee Secretary	SS-3
Computer Operator	PT-1
Conservation Officer	Schedule C
Council on Aging, Executive Director	M-2
Craftsman	BT-2
Custodian	BC-1
Department Assistant 2	TS-2
Department Assistant 1	TS-1
Department Specialist	TS-3
Deputy Fire Chief	F-4
Deputy Fire Chief, Operations	F-4
Director, Management Information Systems	M-3
Director of Emergency Management	Schedule C
Director of Finance	M-4
Director of Municipal Building Maintenance	M-4
Director of Parks & Recreation	M-2
Director of Public Health	M-3
Director of Public Library	M-3
Director of Public Works	M-5
Director of Veteran's Services	M-1
Director of Youth Services	M-2
Division Superintendent, Highway	M-2
Division Superintendent, Parks	M-2
Division Superintendent, Solid Waste/Recycling	M-1
Division Superintendent, Water & Sewer	M-3
DPW Director of Administrative Services	NR-5
Election Clerk	Schedule C
Election Inspector	Schedule C
Election Warden	Schedule C
Electrician	BT-3
Enforcement Agent	Schedule C
Environmental Health Agent	PT-5
Equipment Mechanic 1	W-6
Equipment Mechanic 2	W-7
Finance Committee, Executive Secretary	Schedule C
Fire Captain	F-3
Fire Chief	M-5
Firefighter	F-1
Fire Lieutenant	F-2
Garage and Equipment Supervisor	M-1
GIS/Database Administrator	PT-5
Heavy Motor Equipment Operator 1	W-5
Heavy Motor Equipment Operator 2	W-6
HVAC Technician	BT-3
Inspector of Buildings	M-2
Inspector of Plumbing and Gas	NR-4
Inspector of Wires	NR-4
Laborer 1	W-1
Laborer 2	W-3
Laborer 3	W-4
Library Assistant	SS-2
Library Children's Supervisor	NR-4
Library Circulation Supervisor	SS-5
Library Page	Schedule C
Library Reference Supervisor	NR-4
Library Technical Services Supervisor	NR-4
Lineman	FA-1
Local Building Inspector	NR-5
Maintenance Worker/Custodian	NR-1
Management Analyst	PT-5
Marketing Program Assistant	Schedule C
Master Mechanic	W-9
Network Administrator	NR-5
Nutritionist	PT-3
Outreach Worker, Council on Aging	PT-2
Parking Clerk	Schedule C
Parking Enforcement Attendant	SS-2
Personal Computer Specialist	Schedule C
Planning Director	M-2
Plumber	BT-3
Plumbing and Gas Inspector Substitute	Schedule C
Police Chief	*
Police Lieutenant	P-3
Police Matron	Schedule C
Police Officer	P-1
Police Sergeant	P-2
Program Coordinator (PT)	Schedule C
Program Coordinator	NR-2
Program Manager	M-1
Programmer/Computer Operator	PT-3

Public Health Nurse	PT-5
Public Safety Dispatcher	NR-1
Public Safety Dispatch Supervisor	NR-4
Public Works Craftsworker 1	W-5
Public Works Craftsworker 2	W-6
Public Works Inspector	W-7
Public Works Specialist	W-6
Pumping Station Operator	W-6
Recording Secretary	Schedule C
Recreation Specialist 1 - 5	Schedule C
Reference Librarian/Audio Visual Specialist	NR-3
Reference Librarian PT	NR-2
Registrar of Voters	Schedule C
Ridge Hill Ranger	Schedule C
Sealer of Weights and Measurers	NR-4
Seasonal Packers/Drivers	Schedule C
Senior Administrative Coordinator	TS-5
Senior Building Custodian	T-10
Senior Custodian 1	BC-2
Senior Custodian 2	BC-3
Senior Drafter	NR-2
Senior Program Manager	M-3
Social Worker	PT-3
Special Detail Worker	ScheduleC
Social Worker	PT-3
Special Detail Worker	Schedule C
Student Draftsman and Rodman	Schedule C
Student Intern 1 - 4	Schedule C
Supervisor of Custodial Services	NR-5
Survey Party Chief	NR-3
Systems Analyst	PT-3
Technical Support Specialist	PT3
Temporary Laborer	Schedule C
Town Comptroller	M-2
Town Counsel	Schedule C
Town Engineer	M-3
Town Treasurer and Tax Collector	M-2
Trades Assistant	Schedule C
Traffic Supervisor	Schedule C
Tree Climber	W-6
Warehouse Person	AC-5
Water Treatment Facility Manager	NR-5
Weighmaster	W-4
Wiring Inspector Substitute	Schedule C
Working Foreman	W-8
Youth Center Worker 1 - 5	Schedule C

SCHEDULE A STIPENDS

(Additional compensation for specific assignments)

(1) Additional $100.00 per month when assigned to and performing the duties of Assistant Director of Public Works.

(2) Additional $100.00 per month when assigned to and performing the duties of Office Manager as designated by the Director of Public Works.

(3) Said Director shall be the Superintendent of Public Works within the meaning of Section 20 to 30, inclusive of the Needham Special Home Rule Charter Act (Acts of 1971, c. 403), and shall be appointed in the manner and shall exercise the powers and duties of such Superintendent, specified in said act.

(4) Additional $75.00 per month when assigned to and performing the duties of Deputy Tree Warden.

(5) Additional $600.00 per year when assigned to and performing the duties of Worker's Compensation Agent.

(6) Additional $1,500.00 per year when assigned to and performing the duties of Assistant Parking Clerk.

(7) May be designated confidential in accordance with M.G.L. Chapter 150E.

(8) Additional $1,200.00 when assigned to and performing the duties of Registered Land Surveyor as designated by the Director of Public Works.

(9) Additional $1,200.00 when an employee other than the Finance Director is designated by the Board of Selectmen to be Chief Procurement Officer.

(10) Designated Wiring Inspector in accordance with M.G.L. c. 166 §32.

(*) Compensation set by employment agreement in accordance with M.G.L. c. 41 §108O.

SCHEDULE C

Effective July 1, 2000

Rates for Part-time and Seasonal Positions
(rates are hourly unless specifically noted)

TITLE	RATE
#Activity Instructor (per session)	
Group A	$7.00
Group B	$8.00
Group C	$10.00
Group D	$12.00
Group E	$15.00
Group F	$18.00
Group G	$21.00
Group H	$25.00
Group I	$28.00
#Animal Inspector (per year)	$2,000.00
Assistant, Council on Aging	$11.35
#Asst. Dir. Of Emergency Management (per year)	1.500.00
Assistant Program Coordinator (PT)	12.81
Assistant, Property Tax Program	6.41
Building Inspector Substitute	$16.21
Building Monitor	$8.62
Canvasser	$6.94
Conservation Officer	$16.21
#Director of Emergency Management (per year)	2,000.00
Election Clerk	*
Election Inspector	*
Election Warden	*
Enforcement Agent	15.00

Finance Committee Exec. Sec.(per year)	$25,482.91
Library Page	
First Year	$6.41
Second Year	$6.63
Third Year	6.86
#Marketing/Program Assistant (per month)	100.00
#Parking Clerk (per year)	$4,700.00
Personal Computer Specialist	$29.14
#Plumbing & Gas Inspector Substitute	
(per diem)	$41.00
(per inspection)	$12.00
Police Matron	$15.00
Program Coordinator (PT)	$14.61
Recording Secretary	$14.07
Recreation Specialist 1 First Year	$7.21
Second Year	$7.46
Recreation Specialist 2 First Year	$8.20
Second Year	$8.48
Recreation Specialist 3 First Year	$8.86
Second Year	$9.17
Recreation Specialist 4	$10.33
Second Year	$10.69
Recreation Specialist 5	$12.17
Second Year	12.60
#Registrar of Voters (per year)	$545.00
#Ridge Hill Ranger	
Per event	$130.00
Seasonal Packer/Driver	$9.94
#Special Detail Worker	23.00
Student Draftsman and Rodman	
First Year	11.02
Second Year	$11.53
Third Year	$12.04
Fourth Year	$12.56
Fifth Year	$13.07
Student Intern 1	$7.63
Student Intern 2	10.19
Student Intern 3	$12.73
Student Intern 4	$15.28
Temporary Laborer/Trades Assistant	
First Year	$8.93
Second Year	$9.25
Third Year	$9.57
Fourth Year	$9.90
Town Counsel (per year)	$54,505.80
Traffic Supervisor (C50)	$14.99
#Wiring Inspector Substitute	
(per diem)	$41.00
(per inspection)	$12.00
#Youth Center Worker 1	$8.75
#Youth Center Worker 2	$9.38
#Youth Center Worker 3	10.00
#Youth Center Worker 4	$10.50
#Youth Center Worker 5	$11.00

Titles not included in general wage increases.
* Rates set by Board of Selectmen

Management Salary Schedule
Effective July 1, 2000

Grade	Step 1	Step 2	Step 3	Performance Range*
M-5	73,916	76,578	79,335	92,624
M-4	65,535	67,896	70,340	82,091
M-3	56,932	58,980	61,105	71,344
M-2	52,673	54,567	56,534	66,035
M-1	45,288	46,917	48,608	56,763

* Subject to a maximum increase of 10% in accordance with Merit Program.

Traditional Management Schedule (Frozen)
Effective 7/1/00

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6*
M-5	73,916	76,578	79,335	82,190	85,147	88,213
M-4	65,535	67,896	70,340	72,871	75,495	78,182
M-3	56,932	58,980	61,105	63,305	65,585	67,946
M-2	52,673	54,567	56,534	58,566	60,675	62,890
M-1	45,288	46,917	48,608	50,355	52,504	54,060

* Subject to a maximum increase of 10% in accordance with Merit Program

Administrative/Support Salary Schedule
Effective 7/1/00

GRADE	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
SS-5	31,236	32,338	33,481	34,663	35,892	37,162	38,277	39,043	39,823
SS-4	29,724	30,773	31,859	32,983	34,148	35,355	36,416	37,155	37,887

SS-3	25,784	26,688	27,628	28,600	29,608	30,654	31,733	32,854	33,839
SS-2	23,744	24,580	25,442	26,334	27,261	28,220	29,066	29,648	30,241
SS-1	20,229	20,936	21,666	22,424	23,210	24,023	24,866	25,741	26,643

Professional and Technical Salary Schedule/Non-Represented
Effective July 1, 2000

GRADE	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
NR-8	48,076	49,804	51,599	53,455	55,381	57,371	59,437	61,580	62,812
NR-7	44,903	46,520	48,195	49,930	51,725	53,588	55,517	57,515	58,666
NR-6	41,946	43,457	45,021	46,641	48,322	50,361	51,865	53,729	54,804
NR-5	40,247	41,694	43,195	44,752	46,360	48,029	49,760	50,755	51,771
NR-4	35,965	37,260	38,601	39,990	41,429	42,921	44,467	46,068	46,990
NR-3	32,143	33,299	34,497	35,737	37,026	38,360	39,742	41,170	42,860
NR-2	30,848	31,958	33,109	34,300	35,536	36,814	38,139	39,512	40,303
NR-1	26,794	27,733	28,711	29,724	30,773	31,859	32,983	34,148	35,430

ARTICLE 9: ESTABLISH ELECTED OFFICIALS' SALARIES

To see if the Town will vote to fix the compensation of the following elected officers of the Town as of July 1, 2000, as GT40
required by the Massachusetts General Laws, Chapter 41, Section 108:

Town Clerk	$51,388
Town Clerk with Six or more Years of Service in that Position	$61,356 (1)
Selectmen, Chairman	$1,800
Selectmen, Others	$1,500
Assessor, in Office as of 1/17/96	$10
Assessor, elected after 1/17/96	$0;

(1) In addition, such compensation shall also include payment of longevity in the amount of $2,454; the accumulation of 15 days of non-occupational sick leave per fiscal year; payment for 25% of unused sick leave at the time of retirement from Town Service in accordance with M.G.L. c. 32, in an amount not to exceed $19,000; and a one-time payment in lieu of vacation leave in the amount of $8,259.

or take any other action relative thereto.

Article 9 Explanation: In accordance with M.G.L. c. 41 Section 108, the Town must annually vote to set the salary and compensation for any Elected Town officials who receive compensation. The Town Clerk salary has been separated into two categories, newly elected Town Clerk, and Town Clerk with at least six years of service. This is done because Town elections are held in April and Town Meeting would not have a chance to vote on the salary of a newly elected Clerk until after the incumbent had been receiving a higher rate of pay for several months. It has been the practice of the Personnel Board to provide the Town Clerk, the only full-time elected official, with benefits as close to that of other full-time employees as possible. Payment for longevity, as well as buy-back of sick leave at the time of separation from Town service, is now included in the recommended salary and compensation article. As of July 1, 2000 the Town Clerk will no longer accrue and charge vacation leave. Therefore, the Personnel Board recommends a one time distribution of accumulated and unused vacation leave as of June 30, 2000.

The annual stipends for the members of the Board of Selectmen have remained unchanged since 1977; the stipends for the members of the Board of Assessors were eliminated at the 1996 Annual Town Meeting. Members of the Board of Assessors in office at that time were grandfathered at a $10 annual rate so that current members could retain their health insurance benefits.

MOVED: That the Town vote to fix the compensation of the following elected officers of the Town as of July 1, 2000, as required by the Massachusetts General Laws, Chapter 41, Section 108:

Town Clerk	$51,388
Town Clerk with Six or more Years of Service in that Position	$61,356 (1)
Selectmen, Chairman	$1,800
Selectmen, Others	$1,500
Assessor, in Office as of 1/17/96	$10
Assessor, elected after 1/17/96	$0;

(1) In addition, such compensation shall also include payment of longevity in the amount of $2,454; the accumulation of 15 days of non-occupational sick leave per fiscal year; payment for 25% of unused sick leave at the time of retirement from Town Service in accordance with M.G.L. c. 32, in an amount not to exceed $19,000; and a one-time payment in lieu of vacation leave inthe amount of $8,259.

Mr. Creem's motion to amend was presented and carried unanimously by voice vote. (See motion to amend on page 63)

ACTION: The main motion, as amended, was presented and carried unanimously by voice vote.

VOTED: That the Town vote to fix the compensation of the following elected officers of the Town as of July 1, 2000, as

required by the Massachusetts General Laws, Chapter 41, Section 108:

Town Clerk	$52,673
Town Clerk with Six or more Years of Service in that Position	$62,890 (1)
Selectmen, Chairman	$1,800
Selectmen, Others	$1,500
Assessor, in Office as of 1/17/96	$10
Assessor, elected after 1/17/96	$0;

(1) In addition, such compensation shall also include payment of longevity in the amount of $2,516; the accumulation of 15 days of non-occupational sick leave per fiscal year; payment for 25% of unused sick leave at the time of retirement from Town Service in accordance with M.G.L. c. 32, in an amount not to exceed $19,000. The annual salary of $62,890 includes compensation for five weeks of vacation leave, any unused portion of which will be paid at the time of separation from Town Service in an amount not to exceed $6289. At the time of separation from Town Service, the Town Clerk shall be paid for seven (7) weeks of accrued, unused vacation in an amount not to exceed $8,805.

ARTICLE 10 was withdrawn on May 1, 2000.

ARTICLE 11 was withdrawn on May 1, 2000.

ARTICLE 12 was withdrawn on May 1, 2000.

At 11:05 P.M. Mr. Gilbert W. Cox, Jr. moved that the Annual Town Meeting stand adjourned to Wednesday, May 3, 2000 at 7:30 P.M. at the Newman School, and it was so voted unanimously.

Theodora K. Eaton, CMC/AAE,
Town Clerk

a true copy
ATTEST:

* * * * *

ADJOURNED ANNUAL TOWN MEETING

Wednesday, May 3, 2000

Pursuant to adjournment of the Annual Town Meeting held May 1, 2000, the Inhabitants of the Town of Needham qualified to vote in Town Affairs met in the Newman School on Wednesday, May 3, 2000, at 7:30 P.M.

Check lists were used and 225 voters were checked on the list as being present, including 207 Town Meeting Members.

At the designation of Gordon C. Swan, President of the Needham Clergy Association, Rabbi Rifat Sonsino, Temple Beth Shalom, gave the invocation.

The Moderator declared a quorum to be present and requested the Town Clerk to so record.

The Moderator announced that the Warrant Committee (also known as the Board of Selectmen) has asked to open the scheduled Special Town Meeting on Monday, May 8, 2000 and then postpone the meeting to Wednesday, May 10, 2000. The Moderator also introduced Drew Hudson who would serve as page this evening.

ARTICLE 13: FUND COLLECTIVE BARGAINING AGREEMENT - AFSCME, COUNCIL 93, LOCAL 335 (CUSTODIANS AND MAINTENANCE WORKERS)

To see if the Town will vote to approve the funding of a collective bargaining agreement between the Town and AFSCME, Council 93, Local 335 and to recommend amending the necessary line items in the Fiscal Year 2001 Operating Budget under Article 24 to fund same; or take any other action relative thereto.

Article 13 Explanation: At the time of the printing of this Warrant, the collective bargaining agreement has not been reached with this Union.

MOVED: That the Town vote to approve the funding of a collective bargaining agreement between the Town and AFSCME, Council 93, Local 335 and to recommend amending the necessary line items in the Fiscal Year 2001 Operating Budget under Article 24 to fund same.

Mr. Daniel P. Matthews, Selectman, moved to postpone to a time certain the substance of article 13 to be the first article of business on Wednesday, May 10, 2000. The motion was presented and carried unanimously by voice vote.

ARTICLE 14 was withdrawn on May 1, 2000.

ARTICLE 15: FUND COLLECTIVE BARGAINING AGREEMENT - ITWA

To see if the Town will vote to approve the funding of a collective bargaining agreement between the Town and the Independent Town Workers Association, and to recommend amending the necessary line items in the Fiscal Year 2001 Operating Budget under Article 24 to fund same; or take any other action relative thereto.

Article 15 Explanation: At the time of the printing of this Warrant, the collective bargaining agreement has not been reached with this Union.

MOVED: That the Town vote to approve the funding of a collective bargaining agreement between the Town and the Independent Town Workers Association, and to recommend amending the necessary

line items in the Fiscal Year 2001 Operating Budget under Article 24 to fund same.

Mr. Daniel P. Matthews, Selectman, addressed this proposal on behalf of the Board of Selectmen. He explained that this is a three-year contract for the Town Hall workers. They are a good group of workers and this is a fair contract. He urged support of this proposal. Mr. Ford H. Peckham, member, recommended approval of this article on behalf of the Finance Committee.

Mr. John P. Dennis, member, stated that the Personnel Board reviewed this contract for fairness and recommend adoption of this proposal.

ACTION: The main motion was presented and carried unanimously by voice vote.

ARTICLE 16: was unanimously adopted on May 1, 2000.

ARTICLE 17: APPROPRIATE FOR TAX WORK-OFF PROGRAM

To see if the Town will vote to raise and appropriate $7,500 for the purpose of conducting a tax work-off program, said sum to be spent under the direction of the Board of Selectmen and raised from the tax levy; or take any other action relative thereto.

Article 17 Explanation: In fiscal year 1996, the Town initiated a program whereby qualified elderly and disabled property owners could work up to 100 hours for the Town. In turn, the individual is paid approximately $600 which is applied to their property tax bill. The funding request is unchanged from the amount approved in FY2000.

MOVED: That the Town vote to raise and appropriate $7,500 for the purpose of conducting a tax work-off program, said sum to be spent under the direction of the Board of Selectmen and raised from the tax levy.

Mr. William M. Powers, Selectman, recommended adoption of this proposal on behalf of the Board of Selectmen.

Mr. Ronald Ruth, member, recommended adoption of this proposal on behalf of the Finance Committee.

ACTION: The main motion was presented and carried unanimously by voice vote.

ARTICLE 18: APPROPRIATE FOR KOREAN WAR MEMORIAL COMMITTEE

To see if the Town will raise and appropriate $1,000 for the Korean War Memorial Committee for the incidental expenses of the Committee, said sum to be spent under the direction of the Board of Selectmen and raised from the tax levy; or take any other action relative thereto.

Article 18 Explanation: These funds are for the incidental expenses of this Committee. $500 was appropriated in FY2000.

MOVED: That the Town vote to raise and appropriate $1,000 for the Korean War Memorial Committee for the incidental expenses of the Committee, said sum to be spent under the direction of the Board of Selectmen and raised from the tax levy.

A motion to amend was offered by Mr. James Hugh Powers that the main motion under Article 18 be amended by striking the words "Korean War Memorial Committee" and inserting in place thereof the words "Korean Semi-Centennial Committee".

Mr. Ford H. Peckham, member, addressed this proposal on behalf of the Finance Committee. He stated that Town Meeting could do the following four things: 1) join the Finance Committee in voting for this article; 2) write a check to the Korean Semi-Centennial Committee; 3) take part in the commemorative activities; and 4) pray for peace.

Mr. John J. Logan, Jr., Chairman of the Korean Semi-Centennial Committee and the Town's Veterans' Agent, presented a citation. Mr. George F. Skinner, member, announced that the committee has received over $9,000 in donations to date, but a little more is still needed.

Mr. Powers motion to amend was presented and carried unanimously by voice vote.

ACTION: The main motion, as amended, was presented and carried unanimously by voice vote.

VOTED: That the Town vote to raise and appropriate $1,000 for the Korean Semi-Centennial Committee for the incidental expenses of the Committee, said sum to be spent under the direction of the Board of Selectmen and raised from the tax levy.

ARTICLE 19: APPROPRIATE FOR MEMORIAL PARK GARDEN

To see if the Town will vote to raise and appropriate $1,000 for the purpose of maintaining the Memorial Park Garden, said sum to be spent under the direction of the Memorial Park Trustees and raised from the tax levy; or take any other action relative thereto.

Article 19 Explanation: The Memorial Park Garden was originally developed with donations and volunteers. The Memorial Park Trustees are requesting $1,000 in order to fund a portion of the annual upkeep and maintenance of this garden.

MOVED: That the Town vote to raise and appropriate $1,000 for the purpose of maintaining the Memorial Park Garden, said sum to be spent under the direction of the Memorial Park Trustees and raised from the tax levy.

Mr. John J. Logan, Jr., Trustee of Memorial Park, addressed this proposal on behalf of the Memorial Park Trustees. He explained that former Trustee Ron Sockol donated and maintained the Memorial Park Garden while he was in office. Now that Mr. Sockol has resigned

the Trustees are seeking $1,000 to fund the upkeep of the garden.

Mr. Michael Crawford, member, opposed this article on behalf of the Finance Committee. He explained that this would set a precedent for the upkeep of other gardens donated to the Town.

Mr. Gerald A. Wasserman, Selectmen, explained that many gardens are tended to by various local garden clubs. He noted that the Board of Selectmen are looking for a solution and support this proposal for this year and hope to come back with a solution in the future.

Speaking in opposition of this proposal were Town Meeting Members Jane A. Howard, Alan S. Fanger, and Michael J. Greis.

Mr. James Hugh Powers suggested that the town needs to establish some criteria for these gardens. He urge support of the Board of Selectmen's recommendation.

Mr. Patrick C. Forde, Commissioner of Trust Funds, supported this proposal for this year and suggested setting up a trust fund for future years.

After a brief discussion, a motion to move the previous questions was offered by Mr. Ronald L. Morrison. The motion was presented and carried by voice vote as declared by the Moderator.

ACTION: The main motion was presented and the Moderator was in doubt as to the voice vote. The motion was presented again and the Moderator was still in doubt as to the voice vote. The following tellers were sworn to the faithful performance of their duties: Richard S. Creem, Helen Jursek, Leroy J. Nutile, Meredith P. Page, Jane B. Murphy, and Paul A. Siegenthaler. The motion was again presented and carried by a count of hands. The hand count was Yes 131 - No 64.

ARTICLE 20: APPROPRIATE FOR COMPENSATED ABSENCE FUND

To see if the Town will vote to raise and appropriate $46,000 for the purpose of funding compensated absences provided by Personal By-law, Personnel Policies or collective bargaining agreement, said sum to be spent under the direction of the Town Administrator and raised from the tax levy, or take any other action relative thereto.

Article 20 Explanation: The purpose of this Article is to begin to fund the Town's employee sick leave liability. Upon retirement, termination or death, certain employees are compensated for unused sick leave. This account, which would gradually be increased each year, would fund this liability.

MOVED: That the Town vote to raise and appropriate $46,000 for the purpose of funding compensated absences provided by Personal By-law, Personnel Policies or collective bargaining agreement, said sum to be spent under the direction of the Town Administrator and raised from the tax levy.

Mr. Daniel P. Matthews, Chairman, addressed this proposal on behalf of the Board of Selectmen. He explained that this would create a fund for compensated employee absences.

Mr. Paul Milligan, Chairman, recommended adoption of this proposal on behalf of the Finance Committee.

Mr. Richard S. Creem, member, suggested that this is good planning and recommended adoption on behalf of the Personnel Board.

ACTION: The main motion was presented and carried by majority vote as declared by the Moderator.

ARTICLE 21: APPROPRIATE FOR STRATEGIC PLANNING PROCESS

To see if the Town will vote to raise and appropriate the sum of $25,000 for the purpose of conducting a Town strategic planning process, said sum to be spent under the direction of the Board of Selectmen and raised from the tax levy; or take any other action relative thereto.

Article 21 Explanation: Strategic Planning is a structured method of planning which attempts to ensure that an organization understands its mission, is goal oriented, is ready for likely changes in its environment and has considered its options before choosing a path. Funding of this Article will permit the Selectmen to begin a townwide strategic planning process working with a wide variety of boards, committees, residents and representatives of community groups. The funds will be used for the Committee's expenses and for consultant services to assist the Committee.

MOVED: That the Town vote to raise and appropriate the sum of $25,000 for the purpose of conducting a Town strategic planning process, said sum to be spent under the direction of the Board of Selectmen and raised from the tax levy.

Mr. Gerald A. Wasserman moved that the subject matter of Article 21 be referred to the Board of Selectmen for further study.

Mr. James G. Healy noted that the town currently has a government study committee that has been in existence for three years and that committee should be coordinated with this strategic plan. He further indicated that the goals should be determined before spending $25,000 for a consultant. Mr. Paul A. Siegenthaler concurred with Mr. Healy.

Mr. Wasserman noted that the Board of Selectmen will come back with very specific goals.

After a brief discussion, a motion to move the previous question was offered by Mr. Gerald R. Browne. The motion was presented and passed by a two-thirds vote as declared by the Moderator.

Mr. Wasserman's motion to refer was presented and passed by majority vote as declared by the Moderator.

ARTICLE 22: was adopted unanimously on May 1, 2000.

ARTICLE 23: was adopted unanimously on May 1, 2000.

ARTICLE 24: APPROPRIATE THE FY2001 OPERATING BUDGET

To see what sums of money the Town will vote to raise and appropriate for the necessary Town expenses and charges; or take any other action relative thereto.

MOVED: That the Town vote to raise and appropriate for the necessary Town expenses and charges.

Mr. Paul Milligan, Chairman, stated that each year the Finance Committee recommends a balanced budget. There has been one change in the budget since the warrant went to press. KASE donated $180,000 for text books. The total projected revenue is up approximately 4.8% over FY2000 not including the KASE funds. Thus the net revenue available for FY 2001not including the KASE funds is $1.255 million.

Discussion commenced under Article 24 (Operating Budget) with the following amendments offered by Mr. Ford H. Peckham:

Line Item	Appropriation	Changing From	Changing To
018	Interest	$471,563	411,563 *

Under Line Item 021, Mr. John P. Connelly expressed concern with the rising costs of the Minuteman Vocational assessment and questioned the number of Needham students attending Minuteman. Mr. Daniel P. Matthews, Chairman, Board of Selectmen, stated that about 30 students attend the school and the assessment is based on prior year enrollment.

Mr. Gerald R. Browne advised that a few years ago all towns rejected the Minuteman budget which forced Minuteman to review the assessed costs. Mr. James G. Healy noted that when he was on the Finance Committee, he attended the Minuteman budget hearings. At that time, if six towns rejected the budget, Minuteman would have to revise their budget. On May 3rd it may not be possible to find five towns to join us.

Under Line Item 021 a motion to amend to change the amount of $497,760 to $495,000 was offered by Mr. James G. Healy.

Mr. Stephen Theall, Superintendent of Schools, explained that towns are required by law to provide vocational/technical schooling. This is separate from the school budget and Minuteman has many programs that require sophisticated equipment.

After a brief discussion a motion to move the previous question was offered by Mr. Ford H. Peckham. Mr. Peckham's motion was presented and passed by a two-thirds vote as declared by the Moderator.

Mr. Healy's motion to amend under Line Item 021 to change the amount from $497,760 to $495,000 and that $2,760 be added to Line Item 211, Finance Committee Reserve, was presented and carried by majority vote as declared by the Moderator.

Discussion continued under Article 24 (Operating Budget) with the following amendments offered by Mr. Ford H. Peckham:

Line Item	Appropriation	Changing From	Changing To
101	Bd of Selectmen, Salaries	$340,462	$348,672 *
106	Town Clerk Salaries	168,994	164,712 *
110	Town Clerk Canvassers	21,000	21,450 *
111	Legal Salaries	53,380	54,715 *
114	Personnel Board Salaries	$ 1,820	1,866 *
201	Assessors Salaries	245,540	251,678 *
205	Finance Department Salaries	774,676	793,888 *to be raised in part by transfer of $6,200 from the Parking Meter Fund.*
207	Finance Department Expenses - *to be raised in part by transfer of $3,000 from the Parking Meter Fund.*		
209	Finance Committee Salaries	24,861	25,483 *

A motion to amend was offered by Mr. Ford H. Peckham to add a new Line Item 209A, Finance Committee Purchase of Service and add the sum of $500. The motion was presented and carried unanimously by voice vote.

211	Finance Committee Reserve	992,065	780,554 * *And that the amount be reduced by $1,000 for the Memorial Park Garden and increased by $2,790 from the Minuteman Voc. Assessment Line Item 021. Said line item to be raised in part by transfer of $625,000 from the Overlay Surplus.*

Mr. Paul F. Denver presented a brief report on the School budget. He explained that 95 % of the additional KASE (the after school services for children) funds will go to text books.

303	School Department Expenses	852,777	1,032,717 *
401	Police Department Salaries	3,469,651	3,477,627 *to be raised in part by transfer of $20,000 from the Parking Meter Fund.* *
405	Fire Department Salaries	4,321,266	4,350,023 *
409	Building Department Salaries	278,190	286,947 *
501	Department of Public Works Salaries	2,167,673	2,209,282 * *to be raised in part by transfer of $25,800 from the Parking Meter Fund.*
502	Department of Public Works Purchase of Ser	469,281	454,281 *
506	Municipal Building Maintenance Salaries	1,942,814	1,950,523 *
510	Permanent Public building Committee		

	Salaries	73,711	75,554 *
601	Board of Health		
	Salaries	250,711	251,929 *
602	Board of Health, Purchase		
	of Service	68,991	73,991 *
605	Veterans Department		
	Salaries	44,298	45,405 *

A motion to amend was offered by Mr. Ford H. Peckham to change Line Item 608, Veterans' benefits, to Line Item 607A, Veterans' benefits. The motion was presented and carried unanimously by voice vote.

Line Item	Appropriation	Changing From	Changing To
608	Youth Commission		
	Salaries	156,429	160,340 *
612	Council On Aging		
	Salaries	185,570	190,209 *
701	Planning Board		
	Salaries	111,312	114,095 *
705	Conservation Commission		
	Salaries	22,871	23,443 *
709	Board of Appeals		
	Salaries	5,945	6,094 *
801	Library Salaries	679,288	710,857 *
806	Park & Recreation		
	Salaries	314,469	330,331 *

* Unanimous Vote

ACTION: The main motion under Article 24 (Operating Budget) with the amendments thereto was then presented and carried unanimously by voice vote.

VOTED: that the Town vote to raise and appropriate for the necessary Town expenses and charges as follows:

TOWNWIDE EXPENSES:

010. Street lighting	$370,000.
011. Garbage collection	97,000.
012. Insurance, general	283,000.
013. Health insurance	4,975,285.
014. Worker's compensation	385,000.
015. Prop. self insurance (Ch.40,s13)	20,000.
016. Unemployment compensation	35.000.
017. Maturing bonds	1,751,125.
018. Interest	411,563.
019. Contributory retirement	2,754,000.
020. Chapter 32 retirement	145,200.
021. Minuteman Voc. Assessment	495,000.
022. MBTA Commuter Parking	107,500.
023. Glover Hosp. Accrued Liab.	70,000.
TOTAL: TOWN WIDE EXP.	**11,899,673.**

GENERAL GOVERNMENT

BOARD OF SELECTMEN:

101. Salaries	$348,672.
102. Merit Pay	$14,500.
103. Purchase of Service	144,923.
104. Expenses	20,380.
105. Capital Outlay	0.
TOTAL	528.475.

TOWN CLERK/BOARD OF REGISTRARS

106. Salaries	164,712.
107. Purchase of service	24,000.
108. Expenses	5,200.
109. Capital Outlay	0.
110. Tellers/Canvassers/Details	21,450.
TOTAL	215,362.

LEGAL:

111. Salaries	54,715.
112. Special Fees	150,000.
113. Expenses	5,000.
TOTAL	209,715.

PERSONNEL BOARD:

114. Salaries	1,866.
115. Purchase of Service	10,000.
116. Merit Bonus	4,000.
TOTAL	15,866.

TOTAL: GENERAL GOVERNMENT **969,418**

FINANCE

ASSESSORS:

201. Salaries	251,678.
202. Purchase of service	31,500.
203. Expenses	12,000.
204. Capital Outlay	1,600.
TOTAL	296,778.

FINANCE DEPARTMENT:

205. Salaries	793,888.
(Raised by transfer of $6,200. from the Parking Meter Fund and the balance of $787,688. from the current tax levy)	
206. Purchase of Service	309,741.
207. Expenses	100,845.
(Raised by transfer of $3,000. from the Parking Meter Fund and the balance of $97,845. from the current tax levy)	
208. Capital Outlay	54,360.
TOTAL	1,258,834.

FINANCE COMMITTEE:

209. Salaries	25,483.
209A. Purchase of Service	500.
210. Expenses	500.
211. Reserve Fund	780,554
(Raised by transfer of $625,000 from the Overlay Surplus and the balance of $155,554. from the current tax levy)	
TOTAL	807,037.

TOTAL: FINANCE **2,362,649.**

EDUCATION:
SCHOOL DEPARTMENT:

301. Salaries	25,226,640.
302. Purchase of Service	2,982,535.
303. Expenses	1,032,717.
304. Capital Outlay	155,826.
TOTAL: EDUCATION	**29,397,718.**

PUBLIC SAFETY

POLICE:

401. Total Salaries (Raised by transfer of $20,000. from the Parking Meter Fund and the balance of $3,457,627. from the current tax levy)	3,477,627.
402. Purchase of Service	59,492.
403. Expenses	125,082.
404. Capital Outlay	118,195.
TOTAL	3,780,396.

FIRE:

405. Total Salaries	4,350,023.
406. Purchase of service	97,400.
407. Expenses	147,750.
408. Capital Outlay	0.
TOTAL	4,595,173.

BUILDING:

409. Salaries	286,947.
410. Purchase of service	1,650.
411. Expenses	6,107.
412. Capital Outlay	0.
TOTAL	294,704.
TOTAL: PUBLIC SAFETY	**8,670,273.**

PUBLIC FACILITIES

PUBLIC WORKS:

501. Salaries (Raised by transfer of $25,800. from the Parking Meter Fund and the balance of $2,183,482. from the current tax levy)	2,209,282.
502. Purchase of Service	454,281.
503. Expenses	272,050.
504. Capital Outlay	0.
505. Snow & Ice	150,000.
TOTAL	3,085,613.

BUILDING MAINTENANCE:

506. Salaries	1,950,523.
507. Purchase of Service	1,326,088.
508. Expenses	298,235.
509. Capital Outlay	28,950.
TOTAL	3,603,796.

PERMANENT PUBLIC BUILDING COMMITTEE:

510. Salaries	75,554.
511. Purchase of Service	1,500.
512. Expense	2,800.
513. Capital Outlay	0
TOTAL	79,854.
TOTAL: PUBLIC FACILITIES	**6,769,263.**

HUMAN SERVICES

BOARD OF HEALTH:

601. Salaries	251,929.
602. Purchase of service	73,991.
603. Expenses	9,050.
604. Capital Outlay	0.
TOTAL	334,970.

VETERANS' SERVICES:

605. Salaries	45,405.
606 . Purchase of Service	300.
607. Expenses	3,500.
607A. Benefits	30,000.
TOTAL	79,205.

YOUTH COMMISSION:

608. Salaries	160,340.
609. Purchase of Service	2,800.
610. Expenses	1,990.
611. Capital Outlay	2,100.
TOTAL	167,230.

COUNCIL ON AGING:

612. Salaries	190,209.
613. Purchase of Service	3,305.
614. Expenses	4,575.
615. Capital Outlay	0.
TOTAL	198,089.

COMMISSION ON DISABILITIES:

616. Expenses	513
TOTAL	513
TOTAL: HUMAN SERVICES	**$780,007.**

DEVELOPMENT

PLANNING BOARD:

701. Salaries	114,095.
702. Purchase of Service	10,160.
703. Expenses	1,150.
704. Capital Outlay	0.
TOTAL	125,405.

CONSERVATION COMMISSION:

705. Salaries	23,443.
706. Purchase of Service	3,569.
707. Expenses	1,488.
708. Capital Outlay	0.
TOTAL	28,500.

BOARD OF APPEALS:

709. Salaries	6,094.
710. Purchase of Service	3,090.
711. Expenses	270.
TOTAL	9,454.

HISTORICAL COMMISSION:	
712. Expenses	513
TOTAL	513
TOTAL: DEVELOPMENT	**163,872.**
CULTURAL AND LEISURE SERVICES	
LIBRARY:	
801. Salaries	710,857.
802. Purchase of Service	40,967.
803. Books & Periodicals	143,502.
804. Expenses	12,431.
805. Capital Outlay	0.
TOTAL	907,757.
PARK & RECREATION:	
806. Salaries	330,331.
807. Purchase of Service	46,278.
808. Expenses	24,347.
809. Capital Outlay	12,000.
TOTAL	412,956.
MEMORIAL PARK:	
811. Expenses	500.
812. Capital Outlay	0.
Total	500
TOTAL: CULTURAL & LEISURE SERVICES	**1,321,213**
GRAND TOTAL: DEPARTMENT BUDGETS	**62,334,086**

Note: See revised budget amending Line items 211 and 506 under Article 81.

At 11:04 P.M. Mr. Gilbert W. Cox, Jr. moved that the Annual Town Meeting stand adjourned to Monday, May 8, 2000 at 7:30 P.M. at the Newman School, and it was so voted unanimously.

Theodora K. Eaton, CMC/AAE,
Town Clerk

a true copy
ATTEST:

* * * * *

ADJOURNED ANNUAL TOWN MEETING

Monday, May 8, 2000

Pursuant to adjournment of the Annual Town Meeting held May 3, 2000, the Inhabitants of the Town of Needham qualified to vote in Town Affairs met in the Newman School on Monday, May 8, 2000, at 7:30 P.M.

Check lists were used and 222 voters were checked on the list as being present, including 206 Town Meeting Members.

At the designation of Gordon C. Swan, President of the Needham Clergy Association, Rev. Eric Norgard, Pastor, Grace Lutheran Church, gave the invocation.

The Moderator declared a quorum to be present and requested the Town Clerk to so record.

Unanimous consent was given to suspend the proceedings for the fourth annual Richard Patten Melick Foundation Awards. Mr. Philip V. Robey introduced Barry R. McDonough, Cynthia J. Chaston, and Laurence G. Eaton to present the annual awards to Anne and Tom Whearty, Caroline D. Murray, and William D. Finan. Mr. Robey presented a citation to Mr. John F. Milligan, President of the foundation, who was instrumental in bring this idea to fruition.

Mr. Daniel P. Matthews, Chairman, Board of Selectmen, moved that the Annual Town Meeting stand adjourned until such time as the Special Town meeting called for this evening at 7:30 P.M. is either adjourned or dissolved. It was so voted unanimously.

* * * * * * * *

SPECIAL TOWN MEETING

Monday, May 8, 2000

Pursuant to a warrant issued by the Selectmen on April 11, 2000, this meeting was called for May 8, 2000 at 7:30 P.M. The call to the meeting and the Officer's Return were read by the Town Clerk.

The Moderator declared a quorum to be present and requested the Town Clerk to so record.

Mr. Daniel P. Matthews, Chairman, Board of Selectmen, moved that the Special Town Meeting stand adjourned until Wednesday May 10, 2000 at 7:30 P.M. It was so voted unanimously.

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ANNUAL TOWN MEETING

Monday, May 8, 2000

Pursuant to a warrant issued by the Selectmen on April 11, 2000, this meeting was called for May 8, 2000 at 7:30 P.M. The call to the meeting and the Officer's Return were read by the Town Clerk.

Discussion commenced under Article 25.

ARTICLE 25: APPROPRIATE THE FY2001 WATER ENTERPRISE FUND BUDGET

To see if the Town will vote to raise and appropriate the following sums of money to operate the Water Division of the DPW during fiscal year 2001; under the provision of G. L. Chapter 44, Section 53F ½:

	Expended FY 99	Appropriated FY 2000	*Recommended FY2001*
901 Salaries	*$556,841*	*914,219*	*698,247*
902 Purchase of service	*213,599*	*243,300*	*242,200*
903 Expenses	*193,176*	*269,527*	*266,627*
904 Capital outlay	*19,522*	*54,500*	*20,000*
905 MWRA assessment	*329,482*	*356,384*	*356,384*
906 Emergency repairs	*41,175*	*50,000*	*50,000*
907 Debt service	*614,966*	*925,000*	*1,045,000*
Total	*$1,968,761*	*2,812,930*	*2,678,458*

Or take any other action relative thereto.

Article 25 Explanation: The Water Enterprise Fund budget is a self-supporting account. That is, water user fees and charges cover the entire cost of operations. The decrease in the Salaries line-item reflects a return to normal staffing patterns following the start-up of the new Water Treatment Facility, which required 24 hour a day staffing for six months.

MOVED: That the Town vote to raise and appropriate the following sums of money to operate the Water Division of the DPW during fiscal year 2001; under the provision of G. L. Chapter 44, Section 53F ½:

	Expended FY 99	Appropriated FY 2000	*Recommended FY2001*
901 Salaries	*$556,841*	*914,219*	*698,247*
902 Purchase of service	*213,599*	*243,300*	*242,200*
903 Expenses	*193,176*	*269,527*	*266,627*
904 Capital outlay	*19,522*	*54,500*	*20,000*
905 MWRA assessment	*329,482*	*356,384*	*356,384*
906 Emergency repairs	*41,175*	*50,000*	*50,000*
907 Debt service	*614,966*	*925,000*	*1,045,000*
Total	*$1,968,761*	*2,812,930*	*2,678,458.*

A motion to amend was offered by Mr. Paul G. Smith, Jr. that the following line items as printed in the Warrant be amended as follows:

Line Item	Appropriation	Changing From	Changing To
901	Salaries	$ 698,247	$704,781
907	Debt Service	1,045,000	964,000.

Mr. John H. Cogswell, Selectman, presented an overview of the Water Enterprise fund budget. He explained that the decrease in the salary line item is a result in the return to normal staffing. The state required 24 hour staffing of the water treatment facility for the first 6 months of operation.

Mr. Walter L. B. Walter expressed concern that any retained earnings go back to the users. Mr. Cogswell explained that all excess retained earnings are reflected in reduced rates.

Mr. James G. Healy advised that retained earnings is like the reserve fund and the Reserve Fund is not a storage place for working capital. The money should be used for rate relief and not allowed to sit.

Mr. Smith's motion to amend was presented and carried unanimously by voice vote.

ACTION: The main motion, as amended, was presented and carried by majority vote.

VOTED: That the Town vote to raise and appropriate the following sums of money to operate the Water Division of the DPW during fiscal year 2001; under the provision of G. L. Chapter 44, Section 53F ½:

	Expended FY 99	Appropriated FY 2000	*Recommended FY2001*
901 Salaries	*$556,841*	*914,219*	*704,781*
902 Purchase of service	*213,599*	*243,300*	*242,200*
903 Expenses	*193,176*	*269,527*	*266,627*
904 Capital outlay	*19,522*	*54,500*	*20,000*
905 MWRA assessment	*329,482*	*356,384*	*356,384*
906 Emergency repairs	*41,175*	*50,000*	*50,000*
907 Debt service	*614,966*	*925,000*	*964,000*
Total	*$1,968,761*	*2,812,930*	*2,603,992.*

ARTICLE 26: APPROPRIATE THE FY2001 WASTEWATER ENTERPRISE FUND BUDGET

To see if the Town will vote to raise and appropriate the following sums of money to operate the Sewer Division of the DPW during fiscal year 2001; under the provisions of G. L. Chapter 44, Section 53F ½:

	Expended FY99	Appropriated FY2000	*Recommended FY2001*
908 Salaries	*$368,012*	*385,809*	*391,239*
909 Purchase of service	*100,086*	*105,900*	*101,400*
910 Expenses	*50,143*	*61,070*	*61,070*
911 Capital outlay	*30,640*	*65,600*	*7,500*
912 MWRA assessment	*4,088,380*	*4,519,711*	*4,519,711*
913 Emergency repairs	*27,420*	*20,000*	*20,000*
914 Debt service	*852,626*	*995,000*	*985,000*
TOTAL	*$5,517,306*	*6,153,090*	*6,085,920*

Or take any other action relative thereto.

Article 26 Explanation: The Wastewater Enterprise Fund budget (Sewer Division) is a self-supporting account. That is, sewer user fees and charges cover the entire cost of operations.

MOVED: That the Town vote to raise and appropriate the following sums of money to operate the Sewer Division of the DPW during fiscal year 2001; under the provisions of G.L. Chapter 44, Section 53F ½:

		Expended FY99	Appropriated FY2000	*Recommended FY2001*
908	Salaries	*$368,012*	*385,809*	*391,239*
909	Purchase of service	*100,086*	*105,900*	*101,400*
910	Expenses	*50,143*	*61,070*	*61,070*
911	Capital outlay	*30,640*	*65,600*	*7,500*
912	MWRA assessment	*4,088,380*	*4,519,711*	*4,519,711*
913	Emergency repairs	*27,420*	*20,000*	*20,000*
914	Debt service	*852,626*	*995,000*	*985,000*
	TOTAL	***$5,517,306***	***6,153,090***	***6,085,920***.

A motion to amend was offered by Mr. Paul G. Smith, Jr. That the following line items as printed in the Warrant be amended as follows:

Line Item	Appropriation	Changing From	Changing To
908	Salaries	$ 391,239	$ 395,328
914	Debt Service	985,000	957,000.

Mr. John H. Cogswell, Selectman, addressed this proposal on behalf of the Board of Selectmen.

The motion to amend was presented and carried unanimously by voice vote.

ACTION: The main motion, as amended, was presented and carried unanimously by voice vote.

VOTED: That the Town vote to raise and appropriate the following sums of money to operate the Sewer Division of the DPW during fiscal year 2001; under the provisions of G. L. Chapter 44, Section 53F ½:

		Expended FY99	Appropriated FY2000	*Recommended FY2001*
908	Salaries	*$368,012*	*385,809*	*395,328*
909	Purchase of service	*100,086*	*105,900*	*101,400*
910	Expenses	*50,143*	*61,070*	*61,070*
911	Capital outlay	*30,640*	*65,600*	*7,500*
912	MWRA assessment	*4,088,380*	*4,519,711*	*4,519,711*
913	Emergency repairs	*27,420*	*20,000*	*20,000*
914	Debt service	*852,626*	*995,000*	*957,000*
	TOTAL	***$5,517,306***	***6,153,090***	***6,062,009***.

ARTICLE 27: APPROPRIATE THE FY2001 SOLID WASTE/RECYCLING ENTERPRISE FUND BUDGET

To see if the Town will vote to raise and appropriate the following sums of money to operate the Solid Waste and Recycling Division of the DPW during fiscal year 2001; under the provisions of G.L. Chapter 44, Section 53F ½:

		Expended FY99	Appropriated FY2000	*Recommended FY2001*
915	Salaries	*$362,647*	*$365,603*	*$387,924*
916	Purchase of service	*633,307*	*675,700*	*693,700*
917	Expenses	*80,314*	*97,600*	*103,600*
918	Capital outlay	*0*	*0*	*1,000*
919	Emergency repairs	*0*	*0*	*0*
920	Debt service	*222,815*	*232,408*	*240,000*
	TOTAL	***$1,299,083***	***$1,371,311***	***$1,426,224***

Article 27 Explanation: This budget is funded through a combination of property tax revenues (approximately $829,000) and user fees (approximately $597,000). The increase in salaries is to restore one position that was eliminated in FY2000. This staff person will assist in the new DEP mandated inspection program, the recyclables processing program and the yard waste screening program. The increase in the purchase of service line item is for contractual increases in tipping and transportation costs. The Capital Outlay request is for a scale intercom system and a new heat pump for the transfer station office.

MOVED: That the Town vote to raise and appropriate the following sums of money to operate the Solid Waste and Recycling Division of the DPW during fiscal year 2001; under the provisions of G.L. Chapter 44, Section 53F ½:

		Expended FY99	Appropriated FY2000	*Recommended FY2001*
915	Salaries	$362,647	$365,603	*$387,924*
916	Purchase of service	*633,307*	*675,700*	*693,700*
917	Expenses	*80,314*	*97,600*	*103,600*
918	Capital outlay	*0*	*0*	*1,000*
919	Emergency repairs	*0*	*0*	*0*
920	Debt service	*222,815*	*232,408*	*240,000*
	TOTAL	***$1,299,083***	***$1,371,311***	***$1,426,224***.

A motion to amend was offered by Mr. Paul G. Smith, Jr. That the following line items as printed in the Warrant be amended as follows:

Line Item	Appropriation	Changing From	Changing To
915	Salaries	$ 387,924	$ 390,402
916	Purchase of Service	693,700	673,700
920	Debt Service	240,000	232,000

Mr. Paul Milligan, Chairman, addressed this proposal on behalf of the Finance Committee. He expressed concern that the percentage of the retained earning in the RTS budget is 18% of the RTS budget while the stabilization Fund in only 3% of the general fund budget. However, the Finance Committee does recommend passage of this article.

Mr. Gerald A. Wasserman, Selectman, explained that the sticker fees were reduced from $40 to $20 which is a form of rate relief. He also noted that the town is processing yard waste and selling it which helps to pay for the additional employee. The Board of Selectmen feels that the retained earnings should be designated for the RTS.

In response to an inquiry from Mr. Theodore Weiner, Mr. Wasserman noted that the Board of Selectmen has not yet voted in added or shifted hours of operation for the RTS.

A discussion followed concerning the use of retained earnings. Mr. Michael J. Greis suggested that there are three separate enterprise funds that should be looked at as other available townwide funds.

Mr. Mark P. Facchetti suggested an amendment that the Solid Waste/Recyling Enterprise Fund budget include a description of the amount, if any, of retained earnings under the Solid Waste/Recycling Fund. In response to the proposed amendment, the Moderator noted that the subject matter does not fall within the four corners of the article and that it could be presented as a resolution under Article 81.

After a brief discussion, a motion to move the previous question was offered by Mr. Maurice P. Handel. The motion was presented and carried by a two-thirds vote as declared by the Moderator.

Mr. Smith's motion to amend was presented and carried unanimously by voice vote.

ACTION: The main motion, as amended, was presented and carried by majority vote.

VOTED: That the Town vote to raise and appropriate the following sums of money to operate the Solid Waste and Recycling Division of the DPW during fiscal year 2001; under the provisions of G.L. Chapter 44, Section 53F ½:

	Expended FY99	Appropriated FY2000	*Recommended FY2001*
915 Salaries	*$362,647*	*$365,603*	*$390,402*
916 Purchase of service	*633,307*	*675,700*	*673,700*
917 Expenses	*80,314*	*97,600*	*103,600*
918 Capital outlay	*0*	*0*	*1,000*
919 Emergency repairs	*0*	*0*	*0*
920 Debt service	*222,815*	*232,408*	*232,000*
TOTAL	***$1,299,083***	***$1,371,311***	***$1,400,702***.

ARTICLE 28: was adopted unanimously on May 1, 2000.

ARTICLE 29: AUTHORIZATION TO EXPEND STATE FUNDS FOR WAYS

To see if the Town will vote to authorize the Board of Selectmen to permanently construct, reconstruct, resurface, alter or make specific repairs upon all or portions of various Town Ways and authorize the expenditure of $700,000 provided or to be provided by the Commonwealth of Massachusetts through the Massachusetts Highway Department; or take any other action relative thereto.

Article 29 Explanation: State law requires that Town Meeting approve the use of funds received from the State for road construction purposes including engineering or to address traffic improvements. In FY2000, the Town received approximately $467,000 from the State.

MOVED: That the Town vote to authorize the Board of Selectmen to permanently construct, reconstruct, resurface, alter or make specific repairs upon all or portions of various Town Ways and authorize the expenditure of $700,000 provided or to be provided by the Commonwealth of Massachusetts through the Massachusetts Highway Department.

Mr. John H. Cogswell, Selectman, addressed this proposal on behalf of the Board of Selectmen. He stated that the Board of Selectmen unanimously recommends adoption of this proposal.

ACTION: The main motion was presented and carried unanimously by voice vote.

ARTICLE 30: TRANSFER OF UNDESIGNATED FUND BALANCE

To see if the Town will vote to transfer $2,565,745 from the Undesignated Fund Balance Account (Free Cash) to meet, in part, appropriations made at this Town Meeting, and to authorize the Board of Assessors to use such sum as available funds to meet appropriations in their computation of the tax rate for the fiscal year 2001; or take any other action relative thereto.

Article 30 Explanation: Undesignated fund balance is the result of unexpended appropriations and revenue in excess of estimates from fiscal year 1999. It also includes the collection of previously delinquent taxes.

MOVED: That the Town vote to transfer $2,565,745 from the Undesignated Fund Balance Account (Free Cash) to meet, in part, appropriations made at this Town Meeting, and to authorize the Board of Assessors to use such sum as available funds to meet appropriations in their computation of the tax rate for the fiscal year 2001; or take any other action relative thereto.

A motion to amend was offered by Mr. Ford H. Peckham to strike the amount of "$2,565,745" and insert in place thereof the amount "$2,745,685". The motion to amend was presented and carried unanimously by voice vote.

ACTION: The main motion, as amended, was presented and carried unanimously by voice vote.

VOTED: That the Town vote to transfer $2,74557685 from the Undesignated Fund Balance Account (Free Cash) to meet, in part, appropriations made at this Town Meeting, and to authorize the Board of Assessors to use such sum as available funds to meet appropriations in their computation of the tax rate for the fiscal year 2001.

ARTICLE 31: was adopted unanimously on May 1, 2000.

ARTICLE 32: was adopted unanimously on May 1, 2000.

ARTICLE 33: was adopted unanimously on May 1, 2000.

ARTICLE 34: was adopted unanimously on May 1, 2000.

ARTICLE 35 was withdrawn on May 1, 2000.

ARTICLE 36: APPROPRIATE FOR MITCHELL SCHOOL REPAIRS

To see if the Town will vote to raise and appropriate the sum of $75,000 for the cost of structural repairs at the Mitchell School, to be spent under the direction of the Municipal Building Maintenance Board and raised from the tax levy; or take any other action relative thereto.

Article 36 Explanation: An emergency preamble will be requested for this Article to allow a contract to be signed and work to be completed this summer. In the Summer of 1999, large vertical and horizontal cracks were discovered in the wall separating two classrooms at the Mitchell School. An examination by a structural engineer identified the settling of the foundation under the wall as the source of the problem. While temporary repairs have been made to insure safety in the short term, the structural engineer has advised that a permanent repair must be made to ensure the long term stability of the wall. This will require removal of the existing wall, pouring of a new footing, and the reconstruction of a new wall. The $75,000 requested here is to cover construction costs.

MOVED: That the Town vote to raise and appropriate the sum of $75,000 for the cost of structural repairs at the Mitchell School, to be spent under the direction of the Municipal Building Maintenance Board and raised from the tax levy.

A motion to amend was offered by Mr. Gerald A. Wasserman by adding an emergency preamble as follows: "This is an emergency measure necessary for the immediate preservation of the safety and convenience of the Town, and therefore final vote of the Town Meeting passing this measure shall be immediately operative."

Mr. Gerald A. Wasserman, Selectman, and Mr. Ronald Luth, member, both recommended adoption of this proposal on behalf of their respective boards - the Board of Selectmen and the Finance Committee.

The motion to amend to attach the emergency preamble was presented and carried by a two-thirds vote as declared by the Moderator.

ACTION: The main motion, as amended, was presented and carried unanimously by voice vote.

VOTED: That the Town vote to raise and appropriate the sum of $75,000 for the cost of structural repairs at the Mitchell School, to be spent under the direction of the Municipal Building Maintenance Board and raised from the tax levy. This is an emergency measure necessary for the immediate preservation of the safety and convenience of the Town, and therefore final vote of the Town Meeting passing this measure shall be immediately operative.

ARTICLE 37: APPROPRIATE FOR POLICE AND FIRE STATION BUILDING REPAIRS- DESIGN

To see if the Town will vote to raise and appropriate the sum of $30,000 for the design specifications for renovations at the Police / Fire station, to be spent under the direction of the Municipal Building Maintenance Board, and to meet this appropriation the Treasurer, with the approval of the Board of Selectmen is authorized to borrow up to $30,000 for a period of up to five years, under G.L., Chapter 44, Section 7; or take any other action relative thereto.

Article 37 Explanation: This request has been included in the Capital Plan since FY97 and is work that needs to be done to maintain the integrity of the Police/Fire Headquarters and Fire Station #2. It includes the following: abatement of lead paint and painting of exterior surfaces; replacement/repair and painting of exterior wood trim and exterior balusters; the replacement of exterior sealant and wall expansion joints; the installation of aluminum windowsill flashing to protect wood sills; miscellaneous repairs to roofing systems; repair of masonry walkways and ramps; the installation of exterior trench drains at Station #2 to alleviate water infiltration; and, the cleaning of bird debris and installation of a bird netting system to prevent the future accumulation of debris.

MOVED: That the Town vote to raise and appropriate the sum of $30,000 for the design specifications for renovations at the Police / Fire station, to be spent under the direction of the Municipal Building Maintenance Board, and to meet this appropriation the Treasurer, with the approval of the Board of Selectmen is authorized to borrow up to $30,000 for a period of up to five years, under G.L., Chapter 44, Section 7.

Mr. William M. Powers, Selectman, addressed this proposal and recommended support on behalf of the Board of Selectmen.

Mr. Ford H. Peckham, member, recommended support on behalf of the Finance Committee.

A motion to amend was offered by Mr. Gerald R. Browne

to strike the words "for the design specifications". Mr. Browne suggested that the work could easily be done without paying for a design specifications.

A motion to amend was offered by Mr. Paul G. Smith, Jr. to strike the last section of the motion beginning with the words "and to meet this appropriation..." and insert in place thereof the words "said sum to be raised from the tax levy."

Unanimous consent was given to allow Mr. Mark LaFleur, Director, Municipal Building Maintenance Department, and non-resident, to address Town Meeting.

Mr. Mark LaFleur explained that the Town had to call in lead specialists. The current estimated total is $280,000 for this project because of the many different disciplines involved.

In response to an inquiry from Mr. Thomas H. Hannigan, Jr., Mr. LaFleur noted that the Permanent Public Building Committee has many large projects and that this was more of a maintenance project.
Mr. LaFleur also noted that the town still needs an engineer to draw the designs/plans regardless of Mr. Browne's amendment.

Unanimous consent was given to allow Fire Chief Robert Dipoli, non-resident, to address Town Meeting. In response to an inquiry from Mr. Robert Y. Larsen regarding the funding of a ladder truck, Chief DiPoli stated that both fire stations were renovated in 1989-1990. At that time the first and second floors were maximized and made of concrete. He will look for vendors to build a truck that will fit.

A motion to refer the subject matter of Article 37 back to the Board of Selectmen for consideration in connection with a complete set of specifications was offered by Mr. Robert Y. Larsen.

A motion to move the previous questions was offered by Mr. Robert T. Smart, Jr. The motion was presented and carried by a two-thirds vote as declared by the Moderator.

Mr. Larsen's motion to refer was presented, but it failed to pass by voice vote.

Mr. Smith's motion to amend was presented and carried unanimously by voice vote.

Mr. Browne's motion to amend was presented, but it failed to pass by voice vote.

ACTION: The main motion, as amended, was presented and carried unanimously by voice vote.

VOTED: That the Town vote to raise and appropriate the sum of $30,000 for the design specifications for renovations at the Police / Fire station, to be spent under the direction of the Municipal Building Maintenance Board, said sum to be raised from the tax levy.

ARTICLE 38 was withdrawn on May 1, 2000.

ARTICLE 39 was withdrawn on May 1, 2000.

ARTICLE 40 was withdrawn on May 1, 2000.

ARTICLE 41 was withdrawn on May 1, 2000.

ARTICLE 42: APPROPRIATE FOR SCHOOL TECHNOLOGY PLAN

To see if the Town will vote to raise and appropriate the sum of $290,000 for school department computer hardware, other data processing equipment and computer software, to be spent under the direction of the School Department, and to meet this appropriation the Treasurer, with the approval of the Board of Selectmen is authorized to borrow up to $290,000 for a period of up to five years under M.G.L., Chapter 44 Section 7; or take any other action relative thereto.

Article 42 Explanation: This request constitutes funding of Year 5 of a five year School Technology Plan. The School Technology Plan has as its goal an increase in instructional computing and peripheral equipment available to students, and the upgrade of existing computing and peripheral equipment. At the May, 1998 and May, 1999 Annual Town Meetings, funding for Years 3 and 4 of the Plan was approved in the amounts of $200,000 and $280,000 respectively.

MOVED: That the Town vote to raise and appropriate the sum of $290,000 for school department computer hardware, other data processing equipment and computer software, to be spent under the direction of the School Department, and to meet this appropriation the Treasurer, with the approval of the Board of Selectmen is authorized to borrow up to $290,000 for a period of up to five years under M.G.L., Chapter 44 Section 7.

Colleen F. Schaller, Selectman, stated that this proposal is the fifth year of a five-year plan. She recommended adoption of this proposal on behalf of the Board of Selectmen.

A motion to amend was offered by Mr. Paul G. Smith, Jr. to delete the amount of "$290,000" and insert in place thereof the amount of "$151,000", and to strike the words beginning with "and to meet this appropriation..." and insert in place thereof the words "said sum to be raised from the tax levy."

Mr. Michael Crawford, Vice Chairman, recommended adoption on behalf of the Finance Committee.

Mr. Smith's motion to amend was presented and carried unanimously by voice vote.

ACTION: The main motion, as amended, was presented and carried unanimously by voice vote.

VOTED: That the Town vote to raise and appropriate the sum of $151,000 for school department computer hardware, other data processing equipment and computer software, to be spent under the

direction of the School Department, said sum to be raised from the tax levy.

ARTICLE 43: was adopted unanimously on May 1, 2000.

ARTICLE 44: was adopted unanimously on May 1, 2000.

ARTICLE 45: APPROPRIATE FOR GEOGRAPHIC INFORMATION SYSTEM

To see if the Town will vote to raise and appropriate the sum of $236,000 to continue the implementation of a Geographic Information System (GIS), to be spent under the direction of the Board of Selectmen, and to meet this appropriation the Treasurer, with approval of the Board of Selectmen, is authorized to borrow up to $236,000 for a period of up to five years, under M.G. L., Chapter 44, Section 7; or take any other action relative thereto.

Article 45 Explanation: Based on a needs assessment and implementation plan completed in November, 1998 by an independent consultant, funding for the first phase of development of a geographic information system was authorized by Town Meeting in May, 1999. This current request is for Phase II of GIS development which will include the continuation of conversion of the Board of Assessors parcel data begun this year; conversion of sewer and water master plan data to a scale compatible with the GIS system; the creation of color digital orthophotos; the acquisition of system hardware; and training and implementation assistance.

A Geographic Information System (GIS) is a computerized mapping system that will automate and facilitate, among other things, the recording, management and updating of property assessment and infrastructure maps, and "intelligize" these maps by appending to them automated data bases that describe the features of the maps.

These maps will serve as the basis for continuing the long range planning requirements of our water, sewer, drain and roadway systems. In addition, the GIS system will be at a scale sufficient to generate construction detail drawings which will reduce the cost of engineering for these types of projects. Finally, the system has the capability to support the operations of other Town departments including Assessing, the Town Clerk, Schools, Planning, Public Safety and Building.

MOVED: That the Town vote to raise and appropriate the sum of $236,000 to continue the implementation of a Geographic Information System (GIS), to be spent under the direction of the Board of Selectmen, and to meet this appropriation the Treasurer, with approval of the Board of Selectmen, is authorized to borrow up to $236,000 for a period of up to five years, under M.G. L., Chapter 44, Section 7.

Mr. John J. Cogswell, Selectman, explained that this is Phase II of the GIS implementation. He recommended adoption on behalf of the Board of Selectmen.

Mr. Ronald Ruth, member, recommended adoption of this proposal on behalf of the Finance Committee.

ACTION: The main motion was presented and carried by a two-thirds vote as declared by the Moderator.

ARTICLE 46: APPROPRIATE FOR STORM DRAIN IMPROVEMENTS

To see if the Town will vote to raise and appropriate the sum of $150,000 to install drains in the Lincoln Street / School Street area, to be spent under the direction of the Board of Selectmen, and to meet this appropriation the Treasurer, with approval of the Board of Selectmen, is authorized to borrow up to $150,000 for a period of up to five years, under M.G. L., Chapter 44, Section 7; or take any other action relative thereto.

Article 46 Explanation: Persistent flooding in the Lincoln Street/School Street area clearly indicates that this project should be given immediate consideration, despite the fact that the Town's recently initiated town wide storm drain master planning process will not be completed until late Spring/early Summer, 2000. The $150,000 requested here is the estimated cost of installing relief drains in this area. Engineering and design work have been funded through a $20,000 grant to the Town from the Deaconess-Glover Hospital. The design has been completed but final specifications needed for bidding are still in process.

MOVED: That the Town vote to raise and appropriate the sum of $150,000 to install drains in the Lincoln Street / School Street area, to be spent under the direction of the Board of Selectmen, and to meet this appropriation the Treasurer, with approval of the Board of Selectmen, is authorized to borrow up to $150,000 for a period of up to five years, under M.G. L., Chapter 44, Section 7.

A motion to amend the main motion under Article 46 was offered by Mr. John H. Cogswell by deleting the words "and to meet this appropriation the Treasurer, with the approval of the Board of Selectmen, is authorized to borrow up to $150,000 for a period of up to five years, under M.G.L., Chapter 44, Section 7." and inserting in place thereof the following: "and raised in the following manner: $19,351 from the tax levy and the following amounts from the unexpended balances of previous Warrant Articles: $2,034 from Article 36 of the 1992 Annual Town Meeting; $80,000 from Article 15 of the November 1992 Special Town Meeting; $2,045 from Article 49 of the 1994 Annual Town Meeting; $7,891 from Article 34 of the 1995 Annual Town Meeting; $5,010 from Article 38 of the 1996 Annual Town Meeting; $27,944 from Article 2 of the February 1997 Special Town Meeting; $3,625 from Article 36 of the 1997 Annual Town Meeting; and $2,100 from Article 38 of the 1999 Annual Town Meeting."

Mr. John H. Cogswell, Selectman, addressed this proposal and recommended adoption on behalf of the Board of Selectmen.

Mr. Ford H. Peckham, member, recommended adoption on behalf of the Finance Committee.

Ms. Helen Jursek, Town Meeting Member and President of the School Street Neighborhood Association, also supported this

proposal.

A motion to amend was offered by Mr. Robert Y. Larsen by adding an emergency preamble as follows: "This is an emergency measure necessary for the immediate preservation of the safety and convenience of the Town, and therefore final vote of the Town Meeting passing this measure shall be immediately operative."

After a brief discussion, a motion to move the previous question was offered by Mr. William R. Dermody. The motion was presented and carried unanimously by voice vote.

Mr. Larsen's motion to amend to add the emergency preamble was presented, but the Moderator was in doubt as to the voice vote. The motion was again presented and carried by a two-thirds vote as declared by the Moderator.

Mr. Cogswell's motion to amend was presented and carried unanimously by voice vote.

ACTION: The main motion, as amended, was presented and carried unanimously by voice vote.

VOTED: That the Town vote to raise and appropriate the sum of $150,000 to install drains in the Lincoln Street / School Street area, to be spent under the direction of the Board of Selectmen, and raised in the following manner: $19,351 from the tax levy and the following amounts from the unexpended balances of previous Warrant Articles: $2,034 from Article 36 of the 1992 Annual Town Meeting; $80,000 from Article 15 of the November 1992 Special Town Meeting; $2,045 from Article 49 of the 1994 Annual Town Meeting; $7,891 from Article 34 of the 1995 Annual Town Meeting; $5,010 from Article 38 of the 1996 Annual Town Meeting; $27,944 from Article 2 of the February 1997 Special Town Meeting; $3,625 from Article 36 of the 1997 Annual Town Meeting; and $2,100 from Article 38 of the 1999 Annual Town Meeting. This is an emergency measure necessary for the immediate preservation of the safety and convenience of the Town, and therefore final vote of the Town Meeting passing this measure shall be immediately operative.

ARTICLE 47 was withdrawn on May 1, 2000.

ARTICLE 48: was adopted unanimously on May 1, 2000.

At 10:58 P.M. Mr. Gilbert W. Cox, Jr. moved that the Annual Town Meeting stand adjourned to Wednesday, May 10, 2000 at 7:30 P.M. at the Newman School, and it was so voted unanimously.

Theodora K. Eaton, CMC/AAE
Town Clerk

a true copy
ATTEST:

* * * * * *

ADJOURNED ANNUAL TOWN MEETING

Wednesday, May 10, 2000

Pursuant to adjournment of the Annual Town Meeting held May 8, 2000, the Inhabitants of the Town of Needham qualified to vote in Town Affairs met in the Newman School on Wednesday, May 10, 2000, at 7:30 P.M.

Check lists were used and 215 voters were checked on the list as being present, including 201 Town Meeting Members.

Rev. Susan Cartmell, Pastor, Congregational Church of Needham was designated by Gordon C. Swan, President of the Needham Clergy Association to give the invocation. However, she was unable to attend and her designee, the Rev. Taylor E. Roth, member, Congregational Church of Needham, gave the invocation.

The Moderator declared a quorum to be present and requested the Town Clerk to so record.

Mr. Daniel P. Matthews, Chairman, Board of Selectmen, moved that the Annual Town Meeting stand adjourned until such time that the Special Town Meeting adjourned to this evening at 7:30 P.M. is either adjourned or dissolved. It was so voted unanimously.

SPECIAL TOWN MEETING

Wednesday, May 10, 2000

Pursuant to a warrant issued by the Selectmen on April 11, 2000, this meeting was called for May 8, 2000 at 7:30 P.M. and subsequently adjourned to Wednesday, May 10, 2000 at 7:30 P.M. to be the first order of business.

The Moderator declared a quorum to be present and requested the Town Clerk to so record.

ARTICLE 1: APPROPRIATE FOR HIGH SCHOOL REPAIRS

To see if the Town will vote to raise and appropriate the sum of $5,350,000 for extraordinary repairs at the High School, to be spent under the direction of the Permanent Public Building Committee or Municipal Building Maintenance Board, as provided by Town bylaw, and to meet this appropriation the Treasurer, with the approval of the Board of Selectmen, is authorized to borrow up to $5,350,000 for a period of up to 20 years for the bonds under G. L. Chapter 44, Section 7 or Chapter 645 of the Acts of 1948 as amended; or take any other action relative thereto.

Article 1 Explanation: An emergency preamble will be requested for this Article to allow a contract to be signed and work to begin this summer. This project has five elements:

High School Parking Lot Rehabilitation ($635,500): At the 1999 Annual Town Meeting, $40,000 was appropriated for the engineering design for the rehabilitation of parking lots at the High School. This request is for construction funds for resurfacing the High School north lot, reconstructing the High School south

lot, and resurfacing or reconstructing walkways and curbing. An additional 70 spaces will be created as a result of the rehabilitation. Construction is proposed to occur during the summers of 2000 and 2001. This project will be under the direction MBMB.

High School HVAC Improvements ($3,050,000): *The ventilation equipment currently serving the High School art classrooms, certain components of the science lab classrooms, and several administrative areas, is configured with no outside make-up air to ventilation units, and/or does not comply with current ASHRAE (American Society of Heating, Refrigeration and Air Conditioning Engineers) standards. This triggered the appropriation of $25,000 at the 1999 Annual Town Meeting for an HVAC System Assessment/Feasibility Study. This appropriation was followed by an additional appropriation of $225,000 at the November, 1999 Special Town Meeting for design and engineering of HVAC improvements. This request is for the estimated cost of these improvements. This project will be under the direction of the PPBC.*

High School Gym and Auditorium Renovation ($1,474,500): *At the 1999, Annual Town Meeting, $25,000 was appropriated for the Gym design work of this project under the jurisdiction of the Permanent Public Building Committee. Renovations will include replacement of the ceiling damaged during the severe storm of October, 1996, which caused the gym ceiling to collapse and warped the gym floor. While the floor was repaired, the ceiling has not been replaced. In addition, work will entail upgrading the1950's ventilation system and upgrading lighting that is barely acceptable for the interscholastic varsity sports program. At the 1999, Annual Town Meeting, $25,000 was appropriated for the Auditorium design work. The High School Auditorium was scheduled for renovation as part of the 1988 building renovation project at the High School. Due to unanticipated asbestos removal costs, the Auditorium work was dropped from the project. Many of the components of the auditorium have not been modified or upgraded since they were installed in 1930. This request is for funds for renovation to include: refinishing the stage; re-upholstering 586 seats; replacing the stage curtain, door hardware and carpeting; painting the walls and ceiling, updating sound and light systems; and rehabilitating the ventilation system and temperature controls. This project will be under the direction of the PPPC.*

High School Phones ($40,000): *Though the telephone system at the High School was upgraded two years ago, handsets were not installed in the classrooms at that time as has been done in the newly upgraded systems at the Eliot, Broadmeadow, Pollard and Hillside Schools. This request is prompted by a need to provide phone access to each classroom for educational and administrative efficiencies and to enhance school-wide safety. The costs are for cabling, phones and their installation. This project will be under the direction of the MBMB.*

High School Window Repairs ($150,000): *The window treatments in the Needham High School "C" wing date to 1953. The window treatments in the Needham High School "B", "D" and "E" wings date to 1967. In all cases, the existing window treatments are two-inch venetian blinds. The tapes that hold the blinds together and the pull ropes that operate the blinds are severely worn. Many blinds do not work at all or are missing, which affect classroom curriculum and comfort level. Old blinds will be systematically replaced with clutch driven roller shades at an estimated cost of $800 per classroom. This program will allow for all window treatments to be replaced. This item was a failing one in the recently completed 10 year High School accreditation.*

MOVED: That the Town vote to raise and appropriate the sum of $5,350,000 for extraordinary repairs at the High School, to be spent under the direction of the Permanent Public Building Committee or Municipal Building Maintenance Board, as provided by Town bylaw, and to meet this appropriation the Treasurer, with the approval of the Board of Selectmen, is authorized to borrow up to $5,350,000 for a period of up to 20 years for the bonds under G. L. Chapter 44, Section 7 or Chapter 645 of the Acts of 1948 as amended.

A motion to amend was offered by Paul F. Denver by adding an emergency preamble as follows: "This is an emergency measure necessary for the immediate preservation of the safety and convenience of the Town, and therefore final vote of the Town Meeting passing this measure shall be immediately operative."

Mr. William M. Powers, Selectman, yielded the floor to Mr. Irwin Silverstein, School Committee member, and Mr. John P. Connelly, Chairman, Permanent Public Building Committee.

Mr. Silverstein reviewed four of the five proposed projects for the Needham High School including the parking lot rehabilitation, the gym and auditorium renovation, the school phone system, and the window repairs. He noted that a great deal of work had been prepared ahead of time. He suggested that Mr. Connelly would review the HVAC project.

Mr. John P. Connelly explained the role of the Permanent Public Building Committee. He noted that his committee had hoped to bring in the bids for all the projects. However, the bid for the HVAC was far in excess of the estimate which means that the PPBC will go out to bid again.

Mr. Michael Crawford, member, recommended adoption of this proposal on behalf of the Finance Committee.

A motion to amend was offered by Mr. Martin L. B. Walter to strike the sum of "$5,350,000" and insert in place thereof the sum "$4,714,000" and further to insert after the words "High School" the words "except parking lots". Mr. Walter suggested that perhaps the money designated for the High School parking lot renovation project could be better used for townwide road repair.

Mr. Daniel P. Matthews, Chairman, stated that the Board of Selectmen do not support Mr. Walter's motion. He explained that the High School parking lot is not just a repair project, but a redesign and reconstruction project.

Mr. Robert Y. Larsen noted that Mr. Martin touched on a very sensitive issue and expressed concern that bids for other projects might come in much higher than expected.

In response to Mr. Larsen, Mr. Paul Milligan, Chairman,

Finance Committee, noted that the Finance Committee is also concerned with bids possibly exceeding expectations.

Mr. James Hugh Powers suggested that Town Meeting should not try to micro manage. If the School Department needs more money, they will come back to Town meeting.

After a brief discussion, a motion to move the previous question was offered by Cynthia J. Chaston. The motion was presented and carried by a two-thirds vote as declared by the Moderator.

Mr. Walter's motion to amend was presented, but it failed to pass by voice vote.

Mr. Denver's motion to amend to add an emergency preamble was presented and carried by a two-thirds vote as declared by the Moderator.

ACTION: The main motion, as amended, was presented and passed by a two-thirds vote as declared by the Moderator.

VOTED: That the Town vote raise and appropriate the sum of $5,350,000 for extraordinary repairs at the High School, to be spent under the direction of the Permanent Public Building Committee or Municipal Building Maintenance Board, as provided by Town bylaw, and to meet this appropriation the Treasurer, with the approval of the Board of Selectmen, is authorized to borrow up to $5,350,000 for a period of up to 20 years for the bonds under G. L. Chapter 44, Section 7 or Chapter 645 of the Acts of 1948 as amended. This is an emergency measure necessary for the immediate preservation of the safety and convenience of the Town, and therefore final vote of the Town Meeting passing this measure shall be immediately operative.

ARTICLE 2: APPROPRIATE FOR MEMORIAL PARK FIELD HOUSE ADA IMPROVEMENTS

To see if the Town will vote to raise and appropriate the sum of $90,000 for the modifications needed at Memorial Park for ADA compliance, to be spent under the direction of the Municipal Building Maintenance Board and raised from the tax levy; or take any other action relative thereto.

Article 2 Explanation: This request will fund the modifications needed to bring the restrooms and snack bar concession area at Memorial Park into compliance with the requirements of the Americans for Disabilities Act (ADA). The development of design specifications was funded at the 1999 Annual Town Meeting.

MOVED: That the Town vote to raise and appropriate the sum of $90,000 for the modifications needed at Memorial Park for ADA compliance, to be spent under the direction of the Municipal Building Maintenance Board and raised from the tax levy.

Mr. Gerald A. Wasserman, Selectman, addressed this proposal on behalf of the Board of Selectmen. He explained that the bids are in and the town must comply with the requirements of the Americans for Disabilities Act.

Mr. Ford H. Peckham, member, stated that the Finance Committee supports this proposal and the law requires compliance.

In response to an inquiry from Mr. John Romeo, Mr. William R. Dermody, Trustee, advised that the Memorial Park Trustees open the meeting on the first floor and move to the second floor if there are no handicapped visitors.

ACTION: The main motion was presented and carried unanimously by voice vote.

ARTICLE 3: APPROPRIATE FOR SCHOOL FLOOR REPLACEMENT

To see if the Town will vote to raise and appropriate $75,000 to replace flooring in school buildings, to be spent under the direction of the direction of the Municipal Building Maintenance Board and raised from the tax levy; or take any other action relative thereto.

Article 3 Explanation: This request is for the second year of a multi-year plan to systematically address the need to replace asbestos flooring in school buildings. In most cases, the worn flooring is comprised of asbestos, or carpeting glued directly to tiles that contain asbestos. In all cases, the asbestos floor tile is a minimum of 30 years old and would be due for replacement even if it did not contain asbestos. The cost of removing asbestos tile, or carpeting resting on asbestos tile, and replacing it with vinyl is estimated at $4,000 for the average sized classroom. At an annual appropriation of $60,000 it is estimated that it will take 20 years to remove and replace all asbestos flooring in Needham classrooms. This effort will be directed toward those schools not slated for renovation work in the near future, or for emergency repair areas.

MOVED: That the Town vote to raise and appropriate $75,000 to replace flooring in school buildings, to be spent under the direction of the direction of the Municipal Building Maintenance Board and raised from the tax levy.

Colleen F. Schaller, Selectman, explained that this proposal is the second year of a multi-year request to replace asbestos flooring in school buildings.

Mr. Michael Crawford, member, stated that the Finance Committee recommends adoption of this proposal.

ACTION: The main motion was presented and carried unanimously by voice vote.

ARTICLE 4: APPROPRIATE FOR INTERIOR PAINTING

To see if the Town will vote to raise and appropriate the sum of $75,000 for interior painting of town and school buildings, to be spent under the direction of the Municipal Building Maintenance Board and raised from the tax levy; or take any other action relative thereto.

Article 4 Explanation: This request, which was deferred in the FY2000 Capital Plan, is for the first year of a multi-year plan to systematically address the need for the maintenance of interior spaces in town and school buildings. The amount appropriated in the annual operating budget of the Municipal Building Maintenance Department has been insufficient to address the total work needed. This has resulted in the deferral of many projects that merit attention. At present, all schools as well as the interior of the Police/Fire Station warrant attention.

MOVED: That the Town vote to raise and appropriate the sum of $75,000 for interior painting of town and school buildings, to be spent under the direction of the Municipal Building Maintenance Board and raised from the tax levy.

A motion to amend was offered by Mrs. Colleen F. Schaller that the Town vote to amend the main motion under Article 4 by deleting the number "$75,000" and replacing it with the number "$35,000".

Colleen F. Schaller, Selectman, explained that this proposal is the first year of a multi-year request and advised that the interiors as well as the exteriors of the town buildings need to be maintained.

Mr. Ronald Ruth, member, recommendation adoption of this proposal on behalf of the Finance Committee.

After a brief discussion, Mrs. Schaller's motion to amend was presented and carried unanimously by voice vote.

ACTION: the main motion, as amended, as presented and carried unanimously by voice vote.

VOTED: That the Town vote to raise and appropriate the sum of $35,000 for interior painting of town and school buildings, to be spent under the direction of the Municipal Building Maintenance Board and raised from the tax levy.

ARTICLE 5: APPROPRIATE FOR BROOK / CULVERT REPAIRS

To see if the Town will vote to raise and appropriate the sum of $100,000 for repairs to brooks and culverts, to be spent under the direction of the Board of Selectmen and raised from the tax levy; or take any other action relative thereto.

Article 5 Explanation: The severe storms of October, 1996 and June, 1998 resulted in numerous incidents of flooding in residential areas. The flooding conditions were largely the result of blockages of waterways due to the failure of retaining walls and the clogging of waterways with vegetation and silt. The conditions have occurred due to the lack of manpower for routine maintenance of these waterways. A major effort is now needed to begin to address this problem. This project will be a multi-year effort and will, due to staff limitations, require issuing contracts to clean the retaining walls. The total multi-year cost has yet to be determined but $100,000 is being requested for FY2001 to initiate the project. The first areas to be addressed will be along Fuller Brook in the Great Plain Avenue, Fuller Brook Avenue and Mackintosh Avenue neighborhoods and the Rosemary Brook Area.

MOVED: That the Town vote to raise and appropriate the sum of $100,000 for repairs to brooks and culverts, to be spent under the direction of the Board of Selectmen and raised from the tax levy.

Mr. William M. Powers, Selectman, addressed this proposal and recommended adoption on behalf of the Board of Selectmen. He explained that this proposal deals with flooding, vegetation, siltation removal, retaining wall repairs, and erosion control on the town's culverts and brooks.

Mr. Michael Crawford, member, explained that the Finance Committee does respect the need for this project and supports the proposal.

Mr. Everett E. Hicks advised that the Wellesley Department of Public Works maintains their culverts and brooks and do not get into an emergency situation.

Unanimous consent was given to allow Mr. Richard Merson, Director, Public Works Department, and non-resident, to address Town Meeting. In response to an inquiry from Mr. Eric D. Leskowitz, Mr. Merson concurred that construction and re-construction of larger homes could contribute to run-offs.

After a lengthy discussion, a motion to move the previous question was offered by Mr. William R. Dermody. The motion was presented and carried unanimously by voice vote.

ACTION: The main motion was presented and carried unanimously by voice vote.

ARTICLE 6: APPROPRIATE FOR SIDEWALK RECONSTRUCTION

To see if the Town will vote to raise and appropriated the sum of $85,000 for sidewalk repair and resurfacing, to be spent under the direction of the Board of Selectmen and raised from the tax levy; or take any other action relative thereto.

Article 6 Explanation: The School Department's busing policy has resulted in more school age children walking to school. This has placed a greater emphasis on the condition of sidewalks along designated walking routes. As a result of level funding of the operating budget for street and sidewalk maintenance during the last several years, however, little work on sidewalks has been undertaken. Steps to remedy this situation were taken two years ago with the appropriation of $65,000 at the May, 1998 annual town meeting for the repair of sidewalks on high priority walking routes. Funding for this program was deferred in FY2000. This current request would fund repairs to sidewalks on additional high priority routes, specifically on both sides of Lindbergh Avenue from Paul Revere Road to Manning Street.

MOVED: That the Town vote to raise and appropriated the sum of $85,000 for sidewalk repair and resurfacing, to be spent under the direction of the Board of Selectmen and raised from the tax levy.

Mr. William M. Powers, Selectman, addressed this proposal and recommended adoption on behalf of the Board of Selectmen.

Mr. Edward C. Nickles, member, recommended adoption of this proposal on behalf of the Finance Committee.

ACTION: The main motion was presented and carried unanimously by voice vote.

ARTICLE 7: APPROPRIATE FOR FIRE DEPARTMENT BRUSH TRUCK

To see if the Town will vote to raise and appropriate the sum of $44,000 to replace the Fire Department Brush Truck/Tank Vehicle, to be spent under the direction of the Board of Selectmen and raised from the tax levy; or take any other action relative thereto.

Article 7 Explanation: This vehicle is a pick-up truck used for utility purposes year round. In addition, it has a slide in brush fire unit and serves as the forestry brush fire vehicle. The current pick-up is a 1993 Ford F-350 and will be seven years old at the time of replacement. The current slide-in brush fire unit will be 14 years old at the time of replacement and is unreliable due to age, and wear and tear. It has far exceeded its service, as it has been installed on three pick-up trucks. Estimated replacement cost is $36,000. Estimated replacement cost of the slide-in brush fire unit is $8,000.

MOVED: That the Town vote to raise and appropriate the sum of $44,000 to replace the Fire Department Brush Truck/Tank Vehicle, to be spent under the direction of the Board of Selectmen and raised from the tax levy.

A motion to amend was offered by Mr. Gerald A. Wasserman that the Town vote to amend the main motion under Article 7 by deleting the number "$44,000" and replacing it with the number "$8,000."

Mr. Ford H. Peckham, member, stated that the Finance Committee recommends adoption of this proposal.

In response to an inquiry from Nancy E. McCarthy, Mr. John H. Cogswell indicated that there is a scheduled replacement plan based on the average expected life of vehicles.

A second motion to amend was offered by Mrs. Jane A. Howard to amend the main motion under Article 7 by deleting the words "Brush Truck/Tank Vehicle" and replacing it with the words "Slide-in Tank Unit".

Mrs. Howard's motion to amend was presented and carried unanimously by voice vote.

Mr. Wasserman's motion to amend was presented and carried unanimously by voice vote.

ACTION: The main motion, as amended, was presented and carried unanimously by voice vote.

VOTED: That the Town vote to raise and appropriate the sum of $8,000 to replace the Fire Department Slide-in Tank Unit, to be spent under the direction of the Board of Selectmen and raised from the tax levy.

ARTICLE 8: APPROPRIATE FOR POLICE DEPARTMENT RADIO EQUIPMENT

To see if the Town will vote to raise and appropriate the sum of $76,000 to purchase portable radios for police department personnel, to be spent under the direction of the Board of Selectmen and raised from the tax levy; or take any other action relative thereto.

Article 8 Explanation: This request is for 55 portable radios, chargers, batteries (2 per radio) and carrying cases. The Police Chief's goal is to issue a radio to each officer, thereby expanding his/her communication capabilities with the Police Station. Like a service weapon, each officer will be responsible for the use, care and maintenance of this equipment.

MOVED: That the Town vote to raise and appropriate the sum of $76,000 to purchase portable radios for police department personnel, to be spent under the direction of the Board of Selectmen and raised from the tax levy.

Mrs. Colleen F. Schaller, Selectman, stated that the Board of Selectmen voted unanimously to approve this article.

Mr. Ford H. Peckham, member, recommended adoption of this proposal on behalf of the Finance Committee. He advised that these 55 radios will supply 48 personnel with 7 extra for those out on special details.

Police Chief William G. Slowe stated that these radios will allow the Needham Police Department to communicate with 80 police departments using the same radio system.

ACTION: The main motion was presented and carried unanimously by voice vote.

ARTICLE 9: APPROPRIATE FOR ROAD MAINTENANCE

To see if the Town will vote to raise and appropriate the sum of $160,000 for road maintenance and repairs, to be spent under the direction of the Department of Public Works and raised from the tax levy; or take any other action relative thereto.

Article 9 Explanation: These funds will be used to address deferred maintenance (crack sealing, stone sealing, asphalt overlay) on a variety of local roads throughout Town.

MOVED: That the Town vote to raise and appropriate the sum of $160,000 for road maintenance and repairs, to be spent under the direction of the Department of Public Works and raised from the tax levy.

Mr. John H. Cogswell, Selectman, addressed this proposal

on behalf of the Board of Selectmen. He noted that the Board of Selectmen and the Finance Committee both support this article.

Mr. Paul G. Smith, Jr., member, concurred with Mr. Cogswell and indicated that the Finance Committee does strongly support this article.

In response to an inquiry from Mr. Michael J. Greis, Mr. John J. Cogswell advised that the Department of Public Works has a road repair schedule and a citizen can call to determine where a road is listed on the schedule. Mr. Cogswell noted that the DPW continues to survey all roads to determine maintenance/replacement. The roads are then grouped and prioritized.

A motion to move the previous questions was offered by Mr. Gerald R. Browne. The motion was presented and carried unanimously by voice vote.

ACTION: The main motion was presented and carried unanimously by voice vote.

ARTICLE 10: APPROPRIATE FOR WEBSTER STREET UTILITY IMPROVEMENTS

To see if the Town will vote to raise and appropriate the sum of $50,000 for improvements to the water systems in Webster Street, to be spent under the direction of the Board of Selectmen, with $50,000 raised from the Water Enterprise Fund Retained Earnings; or take any other action relative thereto.

Article 10 Explanation: As part of the planned reconstruction of Webster Street, from Central Avenue to Highland Avenue, the Engineering Division has determined that 48 lead, iron or steel water services should be replaced.

MOVED: That the Town vote to raise and appropriate the sum of $50,000 for improvements to the water systems in Webster Street, to be spent under the direction of the Board of Selectmen, with $50,000 raised from the Water Enterprise Fund Retained Earnings.

Mr. John H. Cogswell, Selectman, explained that there are 48 water connections that need to be replaced with copper tubing before the reconstruction of Webster Street.

Mr. James D. Masterman, member, recommended adoption on behalf of the Finance Committee.

ACTION: The main motion was presented and carried unanimously by voice vote.

ARTICLE 11: AMEND THE FISCAL YEAR 2000 BUDGET

To see if the Town will vote to amend and supercede certain parts of the Fiscal Year 2000 Operating Budget, adopted under Article 19 of the 1999 Annual Town Meeting and amended at the November 15, 1999 Special Town Meeting under Article 8, by deleting the amounts of money appropriated under some of the line items and appropriating new amounts;

Line Item	Department	Changing From	Changing To
107	Selectmen, Purchase of Service	$ 148,828	$ 147,328
108	Selectmen, Expenses	19,370	20,870
211	Reserve Fund	928,596	517,596
401	Police, Salaries	3,450,775	3,454,410
404	Police, Capital Outlay	129,295	125,660
06	Bldg. Maint., Salaries	1,935,899	1,910,899
507	Bldg. Maint., Purchase of Service	1,405,161	1,430,161
605	Veteran's Services, Salaries	42,840	43,055
607	Veteran's Services, Expenses	3,050	2,835
701	Planning, Salaries	106,745	104,745
702	Planning, Purchase of Service	3,160	5,160

Or take any other action relative thereto.

MOVED: That the Town vote to amend and supercede certain parts of the Fiscal Year 2000 Operating Budget, adopted under Article 19 of the 1999 Annual Town Meeting and amended at the November 15, 1999 Special Town Meeting under Article 8, by deleting the amounts of money appropriated under some of the line items and appropriating new amounts;

Line Item	Department	Changing From	Changing To
107	Selectmen, Purchase of Service	$ 148,828	$ 147,328
108	Selectmen, Expenses	19,370	20,870
211	Reserve Fund	928,596	517,596
401	Police, Salaries	3,450,775	3,454,410
404	Police, Capital Outlay	129,295	125,660
506	Bldg. Maint., Salaries	1,935,899	1,910,899
507	Bldg. Maint., Purchase of Service	1,405,161	1,430,161
605	Veteran's Services, Salaries	42,840	43,055
607	Veteran's Services, Expenses	3,050	2,835
701	Planning, Salaries	106,745	104,745
702	Planning, Purchase of Service	3,160	5,160.

A motion to amend was offered by Mr. Ford H. Peckham under Line Item 211, Reserve fund, to change the amount from "$928,596" to "$299,596".

Mr. Paul Milligan, Chairman, Finance Committee, noted that this is simply an adjustment to the line item incorporating the changes in Articles 2 through 10 voted on tonight. The Finance Committee supports this proposal.

Mr. Peckham's motion to amend was presented and carried unanimously by voice vote.

ACTION: The main motion, as amended, was presented and carried unanimously by voice vote.

VOTED: That the Town vote to amend and supercede certain parts of the Fiscal Year 2000 Operating Budget, adopted under Article 19 of the 1999 Annual Town Meeting and amended at the November 15, 1999 Special Town Meeting under Article 8, by deleting the amounts of money appropriated under some of the line items and appropriating new amounts;

Line Item	Department	Changing From	Changing To
107	Selectmen, Purchase of Service	$ 148,828	$ 147,328
108	Selectmen, Expenses	19,370	20,870
211	Reserve Fund	928,596	299,596
401	Police, Salaries	3,450,775	3,454,410
404	Police, Capital Outlay	129,295	125,660
506	Bldg. Maint., Salaries	1,935,899	1,910,899
507	Bldg. Maint., Purchase of Service	1,405,161	1,430,161
605	Veteran's Services, Salaries	42,840	43,055
607	Veteran's Services, Expenses	3,050	2,835
701	Planning, Salaries	106,745	104,745
702	Planning, Purchase of Service	3,160	5,160.

ARTICLE 12: AMEND FISCAL YEAR 2000 SOLID WASTE / RECYCLING ENTERPRISE FUND BUDGET

To see if the Town will vote to amend and supersede certain parts of the FY2000 Solid Waste / Recycling Enterprise Fund Budget adopted under Article 22 of the 1999 Annual Town Meeting and amended under Article 11 of the November 15, 1999 Special Town Meeting, by deleting the amounts of money appropriated under some line items and appropriating new amounts; under the provisions of M.G.L. Chapter 44 Section 53 ½;

Line Item		Changing From	Changing To
915	Salaries	$365,603	$330,603
916	Purchase of Service	675,700	737,000
917	Expenses	97,600	105,100

And an additional $33,800 to be raised from Retained Earnings.

Or take any other Action relative thereto.

Article 12 Explanation: The decrease in the salary line item is the result of various vacancies during the year. The increase in the purchase of service line item is due to additional tonnage being received at our RTS facility from a commercial customer. The cost of processing this additional waste, however, is offset by the tipping fees paid by this customer. The increase in expenses is to restock our pay-per-throw yellow bags.

MOVED: That the Town vote to amend and supersede certain parts of the FY2000 Solid Waste / Recycling Enterprise Fund Budget adopted under Article 22 of the 1999 Annual Town Meeting and amended under Article 11 of the November 15, 1999 Special Town Meeting, by deleting the amounts of money appropriated under some line items and appropriating new amounts; under the provisions of M.G.L. Chapter 44 Section 53 ½;

Line Item		Changing From	Changing To
915	Salaries	$365,603	$330,603
916	Purchase of Service	675,700	737,000
917	Expenses	97,600	105,100

And an additional $33,800 to be raised from Retained Earnings.

Mr. Gerald A. Wasserman, Selectman, explained that this proposal under the FY2000 Solid Waste/Recycling Enterprise Fund budget is simply an end-of-the-year adjustment.

Mr. Paul Milligan, Chairman, recommended adoption on behalf of the Finance Committee.

ACTION: The main motion was presented and carried unanimously by voice vote

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At 10:25 P.M. the following Resolutions were offered by Mr. Daniel P. Matthews:

RESOLUTION

WHEREAS: Richard L .Malconian was born and raised in Portland, Maine and moved to Needham in 1956; and

WHEREAS: Richard L. Malconian was married to the late Margaret Stone Malconian, was the father of two sons, Richard G. Malconian and Dr. Mark Malconian and one daughter Jayne Sweeter; and

WHEREAS: Richard Malconian served as a lieutenant colonel in the Army Reserve for many years; and

WHEREAS: Richard Malconian was active in Town govenment serving as a Town Meeting Member from 1971 to 1994.

NOW, THEREFORE, BE IT RESOLVED by this body that this Special Town Meeting be dissolved in honor of the many civic contributions of Richard L. Malconian to the Town of Needham.

RESOLUTION

WHEREAS: Gary Joseph Uhl was a long time resident of the Town who devoted much time and energy to the Town of Needham; and

WHEREAS: Gary Uhl is survived by his wife Phyllis, a daughter Alissa and son Geoffrey; and

WHEREAS: Gary Uhl was a longtime volunteer with the Needham Soccer program; and

WHEREAS: Gary Uhl served the Community as a Town Meeting Member from 1990 to 1999 and as a member of the Personnel Board from 1989 to 1992, serving as Chairman for three years.

NOW, THEREFORE, BE IT RESOLVED by this body that this Special Town Meeting be dissolved in honor of the many civic contributions of Gary J. Uhl to the Town of Needham.

RESOLUTION

WHEREAS: John J. Gill was a longtime Needham resident. He is survived by his wife Margaret, his daughter Theresa and son Joseph; and

WHEREAS: John Gill served as a member of the Navy Civil Engineering Corps during World War II and was a member of the Lt. Manson H. Carter VFW Post No. 2498 in Needham; and

WHEREAS: John Gill was active in Needham civic affairs, serving as a Town Meeting Member from 1963 to 1997, a Planning Board Member from 1960 to 1965, a Town Assessor from 1969 to 1973 and the Town Sealer of Weights and Measures from 1979 to 1993; and

WHEREAS: John Gill was a fellow of the American Society of Civil Engineers, a senior member of the American Society of Appraisers and a member of the national panel of the American Arbitration Association; and

WHEREAS: John Gill realized the importance of being involved in the community and his dedication will long be remembered by Needham's citizens.

NOW, THEREFORE, BE IT RESOLVED by this body that this Special Town Meeting be dissolved in honor of the many civic contributions of John J. Gill to the town of Needham.

ACTION: The Resolutions were presented and carried unanimously by voice vote.

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The Moderator called the Annual Town Meeting to order, declared a quorum to be present and requested the Town Clerk to so record.

Discussion commenced under Article 13.

ARTICLE 13: FUND COLLECTIVE BARGAINING AGREEMENT - AFSCME, COUNCIL 93, LOCAL 335 (CUSTODIANS AND MAINTENANCE WORKERS)

To see if the Town will vote to approve the funding of a collective bargaining agreement between the Town and AFSCME, Council 93, Local 335 and to recommend amending the necessary line items in the Fiscal Year 2001 Operating Budget under Article 24 to fund same; or take any other action relative thereto.

Article 13 Explanation: At the time of the printing of this Warrant, the collective bargaining agreement has not been reached with this Union.

MOVED: That the Town vote to approve the funding of a collective bargaining agreement between the Town and AFSCME, Council 93, Local 335 and to recommend amending the necessary line items in the Fiscal Year 2001 Operating Budget under Article 24 to fund same.

Mr. Daniel P. Matthews, Chairman, stated that the bargaining unit voted today in favor of this collective bargaining agreement and the Board of Selectmen request support of this agreement.

Mr. Ford H. Peckham, member, expressed the support of the Finance Committee.

Mr. Richard S. Creem, member of the Personnel Board, advised that this wage package is consistent with Articles 8 and 15 and urged support of the article.

ACTION: The main motion was presented and carried unanimously by voice vote

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ARTICLE 49: APPROPRIATE FOR VEHICLES AND EQUIPMENT

To see if the Town will vote to raise and appropriate the sum of $954,210 for DPW equipment, to be spent under the direction of the Board of Selectmen, and to meet this appropriation the Treasurer with the approval of the Board of Selectmen is authorized to borrow up to $954,210 for a period of up to five years, under M.G.L., Chapter 44, Section 7; or take any other action relative thereto.

Article 49 Explanation: The total amount of vehicle and equipment replacement recommended for funding from all sources includes:

Description	*General Fund*	*RTS Fund*	*Water Fund*	*Sewer Fund*
25" Aerial Bucket Truck	*$ 72,500*			
1 Ton 4WD Pickup	*38,180*			
Sedan/Wagon	*22,500*			
School Grounds Package	*121,200*			
½ Ton Van	*22,850*			
Mid Size Sedan	*22,500*			
Track Type Sidewalk Tractor	*72,500*			
Multi-Purpose Sidewalk Tractor	*63,000*			
Tractor w/Tiller Attachment	*20,000*			
1/4 Ton Pickup Truck				*26,500*
Backhoe Loader			*77,000*	
Front End Loader		*106,000*		
Sewer Rodder / Chassis				*74,000*
3/4 Ton Pickup		*26,750*		
3/4 Ton Pickup			*26,750*	
1 Ton 4WD Pickup	*37,930*			
5 Ton Trailer	*5,500*			
Stump Cutter	*20,300*			
4 WD Utility Vehicle	*28,000*			
3/4 Ton Pickup	*26,500*			
1 Ton 4 WD Dump Truck	*44,000*			
Total	*$617,460*	*$132,750*	*$103,500*	*$100,500*

MOVED: That the Town vote to raise and appropriate the sum of $954,210 for DPW equipment, to be spent under the direction of the Board of Selectmen, and to meet this appropriation the Treasurer with the approval of the Board of Selectmen is authorized to borrow up to $954,210 for a period of up to five years, under M.G.L., Chapter 44, Section 7.

A motion to amend was offered by Mr. John H. Cogswell that the Town vote to amend the main motion under Article 49 by deleting the words "$954,210 for DPW equipment, to be spent under the direction of the Board of Selectmen, and to meet this appropriation the Treasurer, with the approval of the Board of Selectmen, is authorized to borrow up to $954,210 for a period of up to five years, under M.G.L., Chapter 44, Section 7"; and inserting in place thereof the following: "$659,630 for vehicles and equipment, to be spent under the direction of the Board of Selectmen, and raised in the following manner: to meet this appropriation the Treasurer, with the approval of the Board of Selectmen, is authorized to borrow up to $257,250 for a period of up to five years, under M.G.L., Chapter 44, Section 7; and with $124,380 raised from the tax levy, and $225,000 raised from the Stabilization Fund, and $53,000 transferred from the Solid Waste/Recycling enterprise Fund Retained earnings."

Mr. John H. Cogswell, Selectman, addressed this proposal on behalf of the Board of Selectmen. He explained that scheduled vehicle replacements have been deferred and that vehicles suffer from deferral as well as the town's buildings.

Mr. Paul Milligan, Chairman, advised that the Finance Committee will have further discussions on vehicle replacement with the Board of Selectmen and the Department of Public Works.

In response to an inquiry from Nancy E. McCarthy, Mr. Cogswell noted that most departments get hand-me-down vehicles. The Police and Fire Departments conduct their own study of vehicle replacement.

Mr. Cogswell's motion to amend was presented and carried unanimously by voice vote.

ACTION: The main motion, as amended, was presented and carried unanimously by voice vote.

VOTED: That the Town vote to raise and appropriate the sum of $659,630 for vehicles and equipment, to be spent under the direction of the Board of Selectmen, and raised in the following manner: to meet this appropriation the Treasurer, with the approval of the Board of Selectmen, is authorized to borrow up to $257,250 for a period of up to five years, under M.G.L., Chapter 44, Section 7; and with $124,380 raised from the tax levy, and $225,000 raised from the Stabilization Fund, and $53,000 transferred from the Solid Waste/Recycling enterprise Fund Retained earnings.

ARTICLE 50: APPROPRIATE FOR MATERIAL SCREENER

To see if the Town will vote to raise and appropriate the sum of the sum of $110,000 to purchase a Material Screener, to be spent under the direction of the Board of Selectmen, and to meet this appropriation the Treasurer with the approval of the Board of Selectmen is authorized to borrow up to $110,000 for a period of up to five years, under M.G.L., Chapter 44, Section 7; or take any other action relative thereto.

Article 50 Explanation: Part of the Town's solid waste operation involves sifting certain materials at the RTS to separate it into re-usable products (e.g., fill for Town highway reconstruction projects and compost for Town and residential use). With the closure of the landfill, the need for this process has been heightened because the Town can no longer dispose in the landfill its excess waste material generated primarily by the DPW (e.g., roadway excavation, pavements, street sweeping materials, etc.). The screener will assist in separating out usable products from this

waste, precluding the need for the Town to have this material transferred off site. Currently, the Town budgets $20,000 in the RTS enterprise fund budget and $15,000 in the DPW budget for the rental of a material screener. Given its estimated cost ($110,000) and its useful life (10 years), it is recommended that the Town purchase rather than lease this equipment. Based on estimated use of the screener, it is proposed that 50% of the estimated $110,000 cost be financed from general fund revenues and 50% from RTS fees. Please note that if the screener is purchased, the DPW will retain $7,000 between the RTS and Highway operating budgets for the annual maintenance of this equipment.

MOVED: That the Town vote to raise and appropriate the sum of the sum of $110,000 to purchase a Material Screener, to be spent under the direction of the Board of Selectmen, and to meet this appropriation the Treasurer with the approval of the Board of Selectmen is authorized to borrow up to $110,000 for a period of up to five years, under M.G.L., Chapter 44, Section 7.

Mr. John H. Cogswell, Selectman, addressed this proposal and recommended support on behalf of the Board of Selectmen.

A motion to amend was offered by Mr. John H. Cogswell that the Town vote to amend the main motion under Article 50 by deleting the words "and to meet this appropriation the Treasurer, with the approval of the Board of Selectmen, is authorized to borrow up to $110,000 for a period of up to five years, under M.G.L., Chapter 44, Section 7." and inserting in place thereof the following: "and raised in the following manner: $55,000 from the tax levy and $55,000 from the Solid Waste/Recycling Enterprise Fund Retained Earnings."

Mr. Paul G. Smith, Jr., member, recommended adoption of this proposal on behalf of the Finance Committee.

Mr. Cogswell's motion to amend was presented and carried unanimously by voice vote.

ACTION: The main motion, as amended, was presented and carried unanimously by voice vote.

VOTED: That the Town vote to see if the Town will vote to raise and appropriate the sum of the sum of $110,000 to purchase a Material Screener, to be spent under the direction of the Board of Selectmen,
and raised in the following manner: $55,000 from the tax levy and $55,000 from the Solid Waste/Recycling Enterprise Fund Retained Earnings.

ARTICLE 51: APPROPRIATE FOR LOCAL ROAD/INTERSECTION RECONSTRUCTION

To see if the Town will vote to raise and appropriate the sum of $900,000 for road and intersection improvements and reconstruction, to be spent under the direction of the Board of Selectmen, and to meet this appropriation the Treasurer with the approval of the Board of Selectmen is authorized to borrow up to $900,000 for a period of up to five years, under M.G.L., Chapter 44, Section 7; or take any other action relative thereto.

Article 51 Explanation: This request reflects the efforts of the Department of Public Works and the Board of Selectmen to implement an annual road and intersection reconstruction program. FY00 was the first year that this program was funded by Town Meeting with funds being used to reconstruct Parish Road, improve the Hillcrest Road/Highgate Street intersection and perform other extraordinary repairs. Funds requested for FY2001 will be used for: (1) the reconstruction of Bird Street; (2) extraordinary repairs on a variety of roads where maintenance has been deferred; and (3) subject to further engineering analysis, it is anticipated that work will be performed on one of the following intersections: Greendale Ave at High Street and Tower Avenue, Central Avenue at Charles River Street; or Greendale Avenue at Great Plain Avenue.

MOVED: That the Town vote to raise and appropriate the sum of $900,000 for road and intersection improvements and reconstruction, to be spent under the direction of the Board of Selectmen, and to meet this appropriation the Treasurer with the approval of the Board of Selectmen is authorized to borrow up to $900,000 for a period of up to five years, under M.G.L., Chapter 44, Section 7.

Mr. John H. Cogswell, Selectman, addressed this proposal on behalf of the Board of Selectmen. He explained that this article is the continuation of scheduled road/intersection reconstruction. The Board of Selectmen unanimously recommend adoption.

Mr. Paul Milligan, Chairman, advised that the Finance Committee recommend adoption of this proposal.

ACTION: The main motion was presented and carried unanimously by voice vote.

ARTICLE 52 was withdrawn on May 1, 2000.

ARTICLE 53 was withdrawn on May 1, 2000.

ARTICLE 54 was withdrawn on May 1, 2000.

ARTICLE 55 was withdrawn on May 1, 2000.

At 11:00 P.M. Mr. Gilbert W. Cox, Jr. moved that the Annual Town Meeting stand adjourned to Monday, May 15, 2000 at 7:30 P.M. at the Newman School, and it was so voted unanimously.

Theodora K. Eaton, CMC/AAE
Town Clerk

a true copy
ATTEST:

* * * * * *

ADJOURNED ANNUAL TOWN MEETING

Monday, May 15, 2000

Pursuant to adjournment of the Annual Town Meeting held May 8, 2000, the Inhabitants of the Town of Needham qualified to vote in Town Affairs met in the Newman School on Monday, May 15, 2000, at 7:30 P.M.

Check lists were used and 213 voters were checked on the list as being present, including 198 Town Meeting Members.

At the designation of Gordon C. Swan, President of the Needham Clergy Association, the Rev. Mark Fowler, Pastor, Carter Memorial Methodist Church, gave the invocation.

The Moderator declared a quorum to be present and requested the Town Clerk to so record.

Discussion commenced under Article 56.

ARTICLE 56: APPROPRIATE FOR WATER SYSTEM IMPROVEMENTS - FIRE FLOW

To see if the Town will vote to raise and appropriate the sum of $165,000 for necessary improvements to the water system, to be spend under the direction of the Board of Selectmen, and to meet this appropriation the Treasurer with the approval of the Board of Selectmen, is authorized to borrow up to $165,000 for a period of up to five years, under M.G.L., Chapter 44, Section 8; or take any other action relative thereto.

Article 56 Explanation: The recently completed water system master plan identified a range of necessary improvements including various system upgrades to insure the availability of adequate quantities of water at required pressures needed for fire suppression. This request is to initiate the first phase of these improvements and includes: (1) $150,000 for the installation of a tank altitude valve at the Dunster Road water tank to enable filling the Birds Hill tank to full capacity and (2) $15,000 for the preliminary design of a booster system at the Birds Hill and Dunster Road tanks to maintain minimum pressure thresholds. An ancillary benefit of these improvements will be to meet minimum pressure requirements for domestic water pressure established by the Massachusetts Department of Environmental Protection.

MOVED: That the Town vote to raise and appropriate the sum of $165,000 for necessary improvements to the water system, to be spend under the direction of the Board of Selectmen, and to meet this appropriation the Treasurer with the approval of the Board of Selectmen, is authorized to borrow up to $165,000 for a period of up to five years, under M.G.L., Chapter 44, Section 8.

Mr. John H. Cogswell, Selectman, addressed this proposal on behalf of the Board of Selectmen. He explained that the Dunster Road and Birds Hill water tanks are near capacity. When the Dunster Road tank is full, the Charles river pump stops filling. Thus the Birds Hill tank only fills to about 2/3 capacity which is not sufficient for fire suppression. Mr. Cogswell stated that the Board of Selectmen unanimously support this proposal.

Mr. Michael J. Crawford, member of the Finance Committee, stated that this project is a major priority.

ACTION: The main motion was presented and carried by a two-thirds vote as declared by the Moderator.

ARTICLE 57 was withdrawn on May 1, 2000.

ARTICLE 58: APPROPRIATE FOR WATER SYSTEM REHABILITATION PROGRAM (BROAD MEADOW ROAD MAIN DESIGN)

To see if the Town will vote to raise and appropriate the sum of $60,000 for design costs to upgrade the existing water main in Broad Meadow Road, to be spent under the direction of the Board of Selectmen, and to meet this appropriation the Treasurer, with the approval of the Board of Selectmen, is authorized to borrow up to $60,000 for a period of up to five years, under M.G.L., Chapter 44, Section 8; or take any other action relative thereto.

Article 58 Explanation: The recently completed water system master plan identified a range of necessary improvements including various system upgrades to existing water mains that are greater than 70 years of age. This is due to the age of these mains and the fact that water quantities in this subsystem are not sufficient for fire suppression. Water quantities are due to the buildup of tuberculation in the mains and the consequent reduction in pipe diameter, and the fact that portions of the pipes are undersized from a design standpoint. The Broad Meadow Road pipes are considered the highest priority of these mains. This project will be scheduled so as to not conflict with the Broadmeadow School renovation project. The estimated construction cost is $400,000.

MOVED: That the Town vote to raise and appropriate the sum of $60,000 for design costs to upgrade the existing water main in Broad Meadow Road, to be spent under the direction of the Board of Selectmen, and to meet this appropriation the Treasurer, with the approval of the Board of Selectmen, is authorized to borrow up to $60,000 for a period of up to five years, under M.G.L., Chapter 44, Section 8.

A motion to amend was offered by Mr. Daniel P. Matthews that the Town vote to amend the main motion under Article 58 by deleting the words "for a period of up to five years," and adding after the words "under M.G.L., Chapter 44, Section 8" the following words, "from the Massachusetts Water Resources Authority, or elsewhere."

Mr. Daniel P. Matthews, Chairman, recommended adoption on behalf of the Board of Selectmen. He advised that this is part of a long range project.

Mr. Michael J. Crawford, member, recommended adoption on behalf of the Finance Committee.

Mr. Matthews' motion to amend was presented and carried unanimously by voice vote.

ACTION: The main motion, as amended, was presented and carried

unanimously by voice vote.

VOTED: That the Town vote to raise and appropriate the sum of $60,000 for design costs to upgrade the existing water main in Broad Meadow Road, to be spent under the direction of the Board of Selectmen, and to meet this appropriation the Treasurer, with the approval of the Board of Selectmen, is authorized to borrow up to $60,000 under M.G.L., Chapter 44, Section 8 from the Massachusetts Water Resources Authority, or elsewhere.

ARTICLE 59: was adopted unanimously on May 1, 2000.

ARTICLE 60: APPROPRIATE FOR RTS TRANSFER TRAILERS

To see if the Town will vote to raise and appropriate the sum of $87,000 for the purchase of two solid waste transfer trailers, to be spent under the direction of the Board of Selectmen and raised from the Solid Waste / Recycling retained earnings; or take any other action relative thereto.

Article 60 Explanation: The estimated useful life of a transfer trailer under the present operating conditions at the Recycling Transfer Station is six years. Three years hauling solid waste and three years of less strenuous duty hauling recyclables. One of the trailers requested is for the replacement of a 1988 Yankee Walking Floor trailer. The second trailer requested is to increase the size of the transfer trailer fleet from five to six. By increasing the size of the fleet, the Town will not have to rely on the availability of trailers from transportation vendors when mechanical breakdowns occur or during the peak flow periods of spring, fall and early winter.

MOVED: That the Town vote to raise and appropriate the sum of $87,000 for the purchase of two solid waste transfer trailers, to be spent under the direction of the Board of Selectmen and raised from the Solid Waste / Recycling retained earnings.

A motion to amend was offered by Mr. Gerald A. Wasserman that the Town vote to amend the main motion under Article 60 by deleting the words "$87,000 for the purchase of two" and replacing it with the words, "$43,500 for the purchase of one".

Mr. Gerald A. Wasserman, Selectman, addressed this proposal on behalf of the Board of Selectmen.

Mr. Paul Milligan, Chairman, recommended adoption of the amended proposal on behalf of the Finance Committee.

Mr. Wasserman's motion to amend was presented and carried unanimously by voice vote.

ACTION: The main motion, as amended, was presented and carried unanimously by voice vote.

VOTED: That the Town vote to raise and appropriate the sum of $43,500 for the purchase of one solid waste transfer trailer, to be spent under the direction of the Board of Selectmen and raised from the Solid Waste / Recycling retained earnings.

ARTICLE 61: APPROPRIATE FOR RTS RETAINING WALL RECONSTRUCTION

To see if the Town will vote to raise and appropriate the sum of $150,000 for the reconstruction of retaining wall at the RTS, to be spend under the direction of the Board of Selectmen, and to meet this appropriation the Treasurer, with the approval of the Board of Selectmen, is authorized to borrow up to $150,000 for a period of up to five years, under M.G.L., Chapter 44, Section 8; or take any other action relative thereto.

Article 61 Explanation: The north and south drop-off area retaining walls are approaching 20 years of age and are in need of reconstruction. During the initial recycling area expansion, these walls were proposed to be reconstructed as part of the new design. However, with the implementation of the Pay-Per-Throw program, it was decided not to continue with the original design. Nonetheless, reconstruction of the retaining walls has been recommended to improve safety due to the structural deterioration. It is also proposed that while the walls are being reconstructed, the opportunity be taken to expand from 5 to 8 drop-off bays to increase the efficiency of disposal and traffic flows at the RTS as well as service.

MOVED: That the Town vote to raise and appropriate the sum of $150,000 for the reconstruction of retaining wall at the RTS, to be spend under the direction of the Board of Selectmen, and to meet this appropriation the Treasurer, with the approval of the Board of Selectmen, is authorized to borrow up to $150,000 for a period of up to five years, under M.G.L., Chapter 44, Section 8.

Mr. Gerald A. Wasserman, Selectman, addressed this proposal on behalf of the Board of Selectmen.

Mr. Paul Milligan, chairman, recommended adoption of this proposal on behalf of the Finance Committee.

Mr. John E. Comando expressed concern with the rising costs of maintaining the R.T.S. Several years ago there was a discussion about curb-side pickup ,but the Town stayed with the R.T.S.

Mr. James G. Healy stated that the cost for curb-side pickup in 1996 was similar to costs relating to maintaining the R.T.S. Due to the aesthetics of the Town, it was decided to keep the R.T.S. There seems to be a lot more work required for the R.T.S. maintenance than anticipated.

After a brief discussion, a motion to move the previous question was offered by Mr. Richard W. Gatto. The motion was presented and carried by a two-thirds vote as declared by the Moderator.

ACTION: The main motion was presented and carried by a two-thirds vote as declared by the Moderator.

ARTICLE 62: APPROPRIATE FOR LANDFILL RE-USE ENGINEERING

To see if the Town will vote to raise and appropriate the sum of $100,000 for an engineering study to identify options for the reuse of the landfill, to be spent under the direction of the Board of Selectmen and raised from Landfill Reserve Account; or take any other action relative thereto.

Article 62 Explanation: The Board of Selectmen has appointed the Park and Recreation Commission as the study committee to assess potential opportunities for the reuse of the 43 acre landfill property and the adjacent 12 acre parcel. This request of $100,000 is for an engineering study to identify options for access to and reuse of the landfill.

MOVED: That the Town vote to raise and appropriate the sum of $100,000 for an engineering study to identify options for the reuse of the landfill, to be spent under the direction of the Board of Selectmen and raised from Landfill Reserve Account.

A motion to amend was offered by Mr. Gerald A. Wasserman that the Town vote to amend the main motion under Article 62 by deleting the amount of "$100,000" and inserting in place thereof the amount "$40,000" and further by striking the words "reuse of" and inserting in place thereof the words "access to".

Mr. Wasserman urged support on behalf of a majority of the Board of Selectmen.

Mr. Ronald Ruth, member of the Finance Committee, stated that Article 62 is the next logical step in addressing the use of this land. The Finance Committee recommends adoption of this proposal.

Mr. Gerald R. Browne supported the amendment, but opposed the main motion. He indicated that it seems possible that someone could address three or four of the twenty-five plus proposed uses of the land that have been discussed.

Mr. Philip V. Robey, Chairman, Park & Recreation Commission, indicated the need for some guidance on access to the land before a use determination can be made.

Speaking in favor of the proposal was Barbara K. Popper, Jeffrey D. Heller, Richard B. Weitzen, and John A. Bulian. Speaking in opposition were Stuart J. Farkas and Jane A. Howard.

Mr. James G. Healy expressed concern that some land will be preserved for open space.

After a brief discussion, a motion to move the previous question was offered by Mrs. Diane S. Webber. The motion was presented and carried by a two-thirds vote as declared by the Moderator.

Mr. Wasserman's motion to amend was presented and carried by majority vote.

ACTION: The main motion, as amended, was presented, but the Moderator was in doubt as to the voice vote. The motion was again presented and carried by majority vote as declared by the Moderator.

VOTED: That the Town vote to raise and appropriate the sum of $40,000 for an engineering study to identify options for the access to the landfill, to be spent under the direction of the Board of Selectmen and raised from Landfill Reserve Account.

ARTICLE 63: APPROPRIATE FOR ROSEMARY POOL RENOVATION DESIGN

To see if the Town will vote to raise and appropriate the sum of $100,000 for design costs related to improvements to the Rosemary Pool Complex, to be spent under the direction of the Permanent Public Building Committee, and to meet this appropriation the Treasurer, with approval of the Board of Selectmen, is authorized to borrow up to $100,000 for a period of up to five years, under M.G.L., Chapter 44, Section 7; or take any other action relative thereto.

Article 63 Explanation: Based on the results of the first phase of the Rosemary Pool Study funded in May, 1997, a listing of repairs and improvements to the pool complex required to maintain a safe and efficient operation were identified. This list included improvements to the pool complex grounds and building as well as improvements to the pool's infrastructure and mechanical systems. This Article would fund the design costs for these improvements.

MOVED: That the Town vote to raise and appropriate the sum of $100,000 for design costs related to improvements to the Rosemary Pool Complex, to be spent under the direction of the Permanent Public Building Committee, and to meet this appropriation the Treasurer, with approval of the Board of Selectmen, is authorized to borrow up to $100,000 for a period of up to five years, under M.G.L., Chapter 44, Section 7.

A motion to refer the subject matter of Article 63 to the Board of Selectmen for further study was offered by Mr. Philip V. Robey, Chairman, Park & Recreation Commission.

Mrs. Jill E. Owens explained that Rosemary Pool is an asset and suggested that it be repaired and not referred back for further study. Mr. William J. Miles concurred with Mrs. Owens. He indicated that his concern is safety.

After a brief discussion, Mr. Robey's motion to refer was presented, but the Moderator was in doubt as to the voice vote. The motion was again presented and the Moderator was still in doubt as to the voice vote. Cynthia J. Chaston was sworn in as teller by the Moderator. The motion was again presented, but it failed to pass by a count of hands. The hand count was Yes 86 - No 96.

ACTION: The main motion was presented, but the Moderator was in doubt as to the voice vote. The motion was again presented and carried by a count of hands. The hand count was Yes 141 - No 44.

ARTICLE 64: APPROPRIATE FOR REPAIRS TO FIELDS, FENCES AND BUILDING

To see if the Town will vote to raise and appropriate the sum of $34,000 for maintenance to fields, fences and buildings, to be spent under the direction of the Park and Recreation Commission

and raised from the tax levy; or take any other action relative thereto.

Article 64 Explanation: Through the work of the Buildings and Grounds Study Committee and the Open Space Master Plan Committee, safety and accessibility issues have been noted at parks under the jurisdiction of the Park and Recreation Commission and the Board of Selectmen. In FY96, $21,000 was appropriated for backstop repairs at Cricket and Walker-Gordon; boundary fencing at Cricket, Walker-Gordon, and DeFazio; and carpentry and repainting of the Cricket Building. Remaining work to be done includes: rehabilitating Cricket diamond, Perry diamond, Avery diamond, Dwight diamond; repairs and painting of the building at the Camp property; and re-paving the basketball court at Perry Park.

MOVED: That the Town vote to raise and appropriate the sum of $34,000 for maintenance to fields, fences and buildings, to be spent under the direction of the Park and Recreation Commission and raised from the tax levy.

A motion to amend the main motion under Article 64 was offered by Mrs Colleen F. Schaller to strike the amount of "$34,000" and insert in place thereof the amount of "$34,500".

Mrs. Colleen F. Schaller, Selectman, stated that the Board of Selectmen unanimously support this proposal.

Mr. Michael J. Crawford, member, advised that the Finance Committee supports this proposal.

Unanimous consent was given to allow Patricia M. Carey, Director, Park & Recreation Commission, and non-resident, to address this meeting. In response to an inquiry from Mr. Gregory M. Casey, Ms. Carey stated that the Park & Recreation Commission is aware of the air quality due to the dust created on all playing fields and have passed this information on to the Department of Public Works.

Mrs. Schaller's motion to amend was presented and carried unanimously by voice vote.

ACTION: The main motion, as amended, was presented and carried unanimously by voice vote.

VOTED: That the Town vote to raise and appropriate the sum of $34,500 for maintenance to fields, fences and buildings, to be spent under the direction of the Park and Recreation Commission and raised from the tax levy.

ARTICLE 65 was withdrawn on May 1, 2000.

ARTICLE 66 was withdrawn on May 1, 2000.

ARTICLE 67 was withdrawn on May 1, 2000.

ARTICLE 68 was withdrawn on May 1, 2000.

ARTICLE 69: RESCIND BOND AUTHORIZATIONS

To see if the Town will vote to rescind a part of certain authorizations to borrow funds, which were approved in prior years, where the purposes of the borrowing have been completed, and/or it was unnecessary to borrow the amount approved:

Article 33, May 1997 ATM - Mitchell School Roof	$20,000
Article 54, May 1997 ATM - Landfill Closure	$1,000,000
Article 17, November 1997 Special - Transfer Station Bldg Contingency	$23,000
Article 39, May 1998 ATM - High School Roof	$55,000
Article 40, May 1998 ATM - DPW Roof	$1,000
Article 14, November 1998 Special - High School Gym Roof	$38,100

or take any other action relative thereto.

Article 69 Explanation: The above noted projects have been completed. It is necessary for Town Meeting to rescind the balances of the bond authorization so that these authorizations can be removed from the Town's financial records.

MOVED: That the Town vote to rescind a part of certain authorizations to borrow funds, which were approved in prior years, where the purposes of the borrowing have been completed, and/or it was unnecessary to borrow the amount approved:

Article 33, May 1997 ATM - Mitchell School Roof	$20,000
Article 54, May 1997 ATM - Landfill Closure	$1,000,000
Article 17, November 1997 Special - Transfer Station Bldg Contingency	$23,000
Article 39, May 1998 ATM - High School Roof	$55,000
Article 40, May 1998 ATM - DPW Roof	$1,000
Article 14, November 1998 Special - High School Gym Roof	$38,100.

Mr. Daniel P. Matthews, Chairman, Board of Selectmen, recommended adoption of this proposal and noted that this proposal is a housekeeping article.

Mr. Paul Milligan, Chairman, stated that the Finance Committee also recommends adoption of this proposal.

ACTION: The main motion was presented and carried unanimously by voice vote.

ARTICLE 70: APPROPRIATE FOR NEW DEBT SERVICE

To see if the Town will vote to raise and appropriate the sum of $70,162 from the tax levy for the payment of interest on debt in fiscal year 2001 for capital projects approved at the Annual Town Meeting; or take any other action relative thereto.

Article 70 Explanation: This Article is to fund the first year of the general fund debt service for those Capital Article bond authorizations approved by Town Meeting. Debt service for the Enterprise Fund related bond authorizations is found in Articles 25

- 27 . All amounts will be amended, if necessary, based on final action by Town Meeting.

MOVED: That the Town vote to raise and appropriate the sum of $70,162 from the tax levy for the payment of interest on debt in fiscal year 2001 for capital projects approved at the Annual Town Meeting.

A motion to amend was offered by Mr. Ford H. Peckham that the main motion under Article 70 be amended by striking the among of "$70,162" and inserting in place thereof the amount of "$25,450".

Mr. Paul Milligan, Chairman, stated that this proposal is a housekeeping article and the Finance Committee recommends adoption.

Mr. Peckham's motion to amend was presented and carried unanimously by voice vote.

ACTION: The main motion, as amended, was presented and carried unanimously by voice vote.

VOTED: That the Town vote to raise and appropriate the sum of $25,450 from the tax levy for the payment of interest on debt in fiscal year 2001 for capital projects approved at the Annual Town Meeting.

ARTICLE 71: AMEND GENERAL BY-LAW - TECHNOLOGY ADVISORY COMMITTEE

To see if the Town will vote to rescind Section 2.2.5.3 of the Town's General By-laws and replace it with the following:

"2.2.5.3 Technology Advisory Board

(g) There shall be a Technology Advisory Board (hereinafter called the Board) consisting of five (5) regular members and four (4) *ex officio* members.

(h) The regular members of the Board shall be appointed by the Board of Selectmen to staggered three-year terms. The regular members of the Board shall be residents of the Town who have knowledge and experience in telecommunications or information technology. No employee of the Town shall be a regular member of the Board. The Selectmen shall endeavor to appoint, as one of the five regular members, one resident of the Town who is serving as a member of the Cable Television Advisory Committee. In the event that a vacancy occurs during a regular member's three-year term, the Selectmen shall, within ninety (90) days, appoint a successor to fill the balance of the unexpired term.

(i) The *ex officio* members of the board shall be appointed by the Board of Selectmen to one year terms. The *ex officio* members of the Board shall be:
(i) the Town's Director of Finance
(ii) the Town's Director of Management Information Services,
(iii) the School Department's Director of Financial Services, or a substitute designated by the Superintendent of Schools,
(iv) the School Department's Director of Technology, or a substitute designated by the Superintendent of Schools.

The role of the Board shall be (1) to provide technical assistance to all Town departments and the School Department in the formulation of technology plans and capital requests for voice, data and video systems; (2) to advise the Board of Selectmen in its review of capital requests for voice, data and video systems, taking into consideration the goals of maximizing efficiency and cost effectiveness, minimizing unnecessary redundancy, and insuring, to the extent possible, the compatibility of each request with other existing or proposed systems; and (3) to advise the Permanent Public Building Committee on the specifications to be considered for voice, data and video systems when constructing or renovating Town Facilities.

(iii) The Board shall, annually in June, elect from among its regular members a chairman and vice-chairman, each of whom shall serve until a successor is duly elected. The chairman shall annually appoint one of the *ex officio* members to serve as secretary."

Or take any other action relative thereto.

Article 71 Explanation: The Town currently has a committee to advise it on computer purchases. At the May 1999 Town Meeting, it was suggested that a committee advise both the general government and school department on all technology plans. This by-law is meant to accomplish this objective.

MOVED: That the Town vote to rescind Section 2.2.5.3 of the Town's General By-laws and replace it with the following:

"2.2.5.3 Technology Advisory Board

(a) There shall be a Technology Advisory Board (hereinafter called the Board) consisting of five (5) regular members and four (4) *ex officio* members.

(b) The regular members of the Board shall be appointed by the Board of Selectmen to staggered three-year terms. The regular members of the Board shall be residents of the Town who have knowledge and experience in telecommunications or information technology. No employee of the Town shall be a regular member of the Board. The Selectmen shall endeavor to appoint, as one of the five regular members, one resident of the Town who is serving as a member of the Cable Television Advisory Committee. In the event that a vacancy occurs during a regular member's three-year term, the Selectmen shall, within ninety (90) days, appoint a successor to fill the balance of the unexpired term.

(c) The *ex officio* members of the board shall be appointed by the Board of Selectmen to one year terms. The *ex officio* members of the Board shall be:
(i) the Town's Director of Finance
(ii) the Town's Director of Management

Information Services,

(iii) the School Department's Director of Financial Services, or a substitute designated by the Superintendent of Schools,

(iv) the School Department's Director of Technology, or a substitute designated by the Superintendent of Schools.

(d) The role of the Board shall be (1) to provide technical assistance to all Town departments and the School Department in the formulation of technology plans and capital requests for voice, data and video systems; (2) to advise the Board of Selectmen in its review of capital requests for voice, data and video systems, taking into consideration the goals of maximizing efficiency and cost effectiveness, minimizing unnecessary redundancy, and insuring, to the extent possible, the compatibility of each request with other existing or proposed systems; and (3) to advise the Permanent Public Building Committee on the specifications to be considered for voice, data and video systems when constructing or renovating Town Facilities.

(e) The Board shall, annually in June, elect from among its regular members a chairman and vice-chairman, each of whom shall serve until a successor is duly elected. The chairman shall annually appoint one of the *ex officio* members to serve as secretary.

A motion to amend was offered by Mr. Michael J. Greis that the main motion under Article 71 be amended as follows: in paragraph (d) by deleting the word "and" that appears before the words "(3)" and add to the end thereof the following "; and (4) advise the Board of Selectmen and Town Departments on matters relating to information technology policy, specifically with reference to issues of security, privacy, future technology and possible provision of government services through information technology."

Mrs. Colleen F. Schaller, Selectman, recommended adoption of this proposal on behalf of the Board of Selectmen.

Mr. Michael J. Greis urged support of this motion and the motion to amend.

Mr. Greis' motion to amend was presented and carried unanimously by voice vote.

ACTION: The main motion, as amended, was presented and carried unanimously by voice vote.

VOTED: That the Town vote to rescind Section 2.2.5.3 of the Town's General By-laws and replace it with the following:

"2.2.5.3 Technology Advisory Board

(a) There shall be a Technology Advisory Board (hereinafter called the Board) consisting of five (5) regular members and four (4) *ex officio* members.

(b) The regular members of the Board shall be appointed by the Board of Selectmen to staggered three-year terms. The regular members of the Board shall be residents of the Town who have knowledge and experience in telecommunications or information technology. No employee of the Town shall be a regular member of the Board. The Selectmen shall endeavor to appoint, as one of the five regular members, one resident of the Town who is serving as a member of the Cable Television Advisory Committee. In the event that a vacancy occurs during a regular member's three-year term, the Selectmen shall, within ninety (90) days, appoint a successor to fill the balance of the unexpired term.

(c) The *ex officio* members of the board shall be appointed by the Board of Selectmen to one year terms. The *ex officio* members of the Board shall be:

(i) the Town's Director of Finance

(ii the Town's Director of Management Information Services,

(iii) the School Department's Director of Financial Services, or a substitute designated by the Superintendent of Schools,

(iv) the School Department's Director of Technology, or a substitute designated by the Superintendent of Schools.

(d) The role of the Board shall be (1) to provide technical assistance to all Town departments and the School Department in the formulation of technology plans and capital requests for voice, data and video systems; (2) to advise the Board of Selectmen in its review of capital requests for voice, data and video systems, taking into consideration the goals of maximizing efficiency and cost effectiveness, minimizing unnecessary redundancy, and insuring, to the extent possible, the compatibility of each request with other existing or proposed systems; (3) to advise the Permanent Public Building Committee on the specifications to be considered for voice, data and video systems when constructing or renovating Town Facilities; and (4) advise the Board of Selectmen and Town Departments on matters relating to information technology policy, specifically with reference to issues of security, privacy, future technology and possible provision of government services through information technology.

(e) The Board shall, annually in June, elect from among its regular members a chairman and vice-chairman, each of whom shall serve until a successor is duly elected. The chairman shall annually appoint one of the *ex officio* members to serve as secretary.

ARTICLE 72: AMEND GENERAL BY-LAW - SECTION 1.3 - TOWN MEETING NOTIFICATION

To see if the Town will vote to delete in its entirety Section 1.3 of the Town's General By-Laws and replace it with the following:

"Section 1.3 Mailing of Notification

In addition to such required notification, the Town Clerk shall cause to be delivered or mailed to each place of residence a copy of the

Warrant for each Annual town election of officers. The Town Clerk shall also cause to be delivered or mailed to each residence, at least seven days in advance, a copy of the Warrant for the Annual Town Meeting, held for the purpose of the transacting of business. The Town Clerk shall cause to be delivered or mailed to each Town Meeting Member, at least fourteen days in advance, a copy of the Warrant for each Special Town Meeting.

Said delivering or mailing shall not, however, constitute any part of the posting of said Warrant. The Town Clerk shall make available to any resident, upon request, a copy of the Warrant for each Special Town Meeting. The Town Clerk shall cause the titles and a synopsis of all Special Town Meeting Articles to be printed in a local newspaper."

Or take any other action relative thereto.

Article 72 Explanation: At the May 1999 Town Meeting the Board of Selectmen proposed a change to this by-law to make it consistent with State law. Inadvertently, however, we deleted the requirements that Warrants be delivered a certain number of days in advance of the Annual or Special Town Meeting. This revised by-law re-establishes this language.

MOVED: That the Town vote to delete in its entirety Section 1.3 of the Town's General By-Laws and replace it with the following:

"Section 1.3 Mailing of Notification

In addition to such required notification, the Town Clerk shall cause to be delivered or mailed to each place of residence a copy of the Warrant for each Annual town election of officers. The Town Clerk shall also cause to be delivered or mailed to each residence, at least seven days in advance, a copy of the Warrant for the Annual Town Meeting, held for the purpose of the transacting of business. The Town Clerk shall cause to be delivered or mailed to each Town Meeting Member, at least fourteen days in advance, a copy of the Warrant for each Special Town Meeting.

Said delivering or mailing shall not, however, constitute any part of the posting of said Warrant. The Town Clerk shall make available to any resident, upon request, a copy of the Warrant for each Special Town Meeting. The Town Clerk shall cause the titles and a synopsis of all Special Town Meeting Articles to be printed in a local newspaper.

Mr. Gerald A. Wasserman, Selectman, advised that this article is a correction to last year's notification amendment.

ACTION: The main motion was presented and carried unanimously by voice vote.

ARTICLE 73 AMEND GENERAL BY-LAW - REGULATION OF NOISE DURING CONSTRUCTION AND LANDSCAPING

Proposed

"Regulation of noise during construction and landscaping in residential districts"

Brief overview:

The intent of this bylaw change is to improve the quality of life in Needham by limiting the hours during which loud heavy equipment may be operated in residential areas. The initial trigger for this proposed change has been the rise in tear-down construction projects that involve the used of heavy machinery throughout town, but other homeowner initiated activity has also been problematic. Statewide anti-noise ordinances only require finishing times before 11 PM, and contractors generally follow a traditional 7 AM starting time. Neighboring towns have policies ranging from Lexington's "quiet Sunday", to Wayland's "No unreasonable noise" ordinance. No town has a comprehensive set of guidelines to address all aspects of this issue.

The proposed guidelines are an attempt to balance the schedules and work requirements of contractors with the lifestyle of the typical Needham homeowner. Since the aim of this bylaw is to restore a sense of consideration for the needs of neighbors, the proposed "punishment" is a direct apology to any aggrieved parties, rather than immediate fines or sanctions in the traditional sense.

The following article is proposed, to see if the Town will adopt the following bylaw change:

That construction and landscaping projects in residential areas of Needham (zoned as Residence A & B, General Residence, Rural Residence and Conservation) conform to the following restrictions on hours of operation of heavy equipment (to be defined below):

1)	Weekdays:	there shall be no activity at the worksite before 7AM, including the arrival of vans and trucks, and the starting up of engines and motors.
2)	Saturdays:	worksite activity shall start no earlier than 9AM.
3)	Sundays and major holidays: excavation, construction and site clearing not permitted; landscaping may begin after 9 AM.	

The Building Inspector, upon issuing a building or demolition permit, shall notify the permit holder of these restrictions.

Projects covered: The following types of projects and equipment are covered by this by-law:

- Excavation - tractors, front-end loaders, jackhammer, etc.
- Building and framing - power tools (permissible only inside fully enclosed quarters), power generators, cement mixers, etc.
- Site Clearing - equipment as listed above
- Landscaping - power mowers, leaf blowers, chainsaws, etc.

Projects not covered: Commercial properties and projects in non-residential areas are not covered by this by-law. Snow removal is not covered.

Complaint process: Anyone aggrieved by a violation of this bylaw shall contact the Needham Police Department, to initiate the

grievance process, as outlined below.

Penalties Any contractor or homeowner found to be in violation of the above code will be required to apologize in person to at least half of all direct abutters to the worksite in question. He or she (the contractor or homeowner, not the subcontractors or workmen) will be required to write a brief letter of apology to the community as a whole, to be published in both the Needham Newspapers. It is the responsibility of the complainant to determine if the penalty requirements have been complied with.

Method for settling disputes: Disagreements about the applicability of these guidelines to specific situations will be mediated by a committee consisting of one elected townwide official , one community representative with no ties to the home construction business, and one representative of the development community, each to be appointed by the Selectmen for three-year terms.

If these penalties are not abided by, as determined by the aforementioned committee, then a fine not to exceed $100 shall be levied, and shall be directed to fund Peer Mediation and Conflict Resolution projects in the Needham Public Schools. Subsequent violations may lead to loss of building permit, to be determined by the above committee.

Article 73 Explanation: The Town of Needham has endorsed the construction of large homes via the tear-down route. This rebuilding process can, and should, be done in a way that takes into account the impact of the heavy construction process on neighbors. It seems unfair, for example, that abutters be awakened by jackhammers at 7 AM on Saturdays in order to accommodate the work schedules of contractors. This bylaw is an attempt to balance the wishers of builders to complete their projects as quickly as possible with the rights of neighbors to minimal infringement of their peace and quiet, and it does so by the admittedly imperfect route of inconveniencing all parties to a similar and hopefully equitable degree.

MOVED: That the Town vote to amend the Town's General By-laws by adding the following:

"Regulation of noise during construction and landscaping in residential districts"

Brief overview:

The intent of this bylaw change is to improve the quality of life in Needham by limiting the hours during which loud heavy equipment may be operated in residential areas. The initial trigger for this proposed change has been the rise in tear-down construction projects that involve the used of heavy machinery throughout town, but other homeowner initiated activity has also been problematic. Statewide anti-noise ordinances only require finishing times before 11 PM, and contractors generally follow a traditional 7 AM starting time. Neighboring towns have policies ranging from Lexington's "quiet Sunday", to Wayland's "No unreasonable noise" ordinance. No town has a comprehensive set of guidelines to address all aspects of this issue.

The proposed guidelines are an attempt to balance the schedules and work requirements of contractors with the lifestyle of the typical Needham homeowner. Since the aim of this bylaw is to restore a sense of consideration for the needs of neighbors, the proposed "punishment" is a direct apology to any aggrieved parties, rather than immediate fines or sanctions in the traditional sense.

The following article is proposed, to see if the Town will adopt the following bylaw change:

That construction and landscaping projects in residential areas of Needham (zoned as Residence A & B, General Residence, Rural Residence and Conservation) conform to the following restrictions on hours of operation of heavy equipment (to be defined below):

1) Weekdays: there shall be no activity at the worksite before 7AM, including the arrival of vans and trucks, and the starting up of engines and motors.

2) Saturdays: worksite activity shall start no earlier than 9AM.

3) Sundays and major holidays: excavation, construction and site clearing not permitted; landscaping may begin after 9 AM.

The Building Inspector, upon issuing a building or demolition permit, shall notify the permit holder of these restrictions.

Projects covered: The following types of projects and equipment are covered by this by-law:

- Excavation - tractors, front-end loaders, jackhammer, etc.
- Building and framing - power tools (permissible only inside fully enclosed quarters), power generators, cement mixers, etc.
- Site Clearing - equipment as listed above
- Landscaping - power mowers, leaf blowers, chainsaws, etc.

Projects not covered: Commercial properties and projects in non-residential areas are not covered by this by-law. Snow removal is not covered.

Complaint process: Anyone aggrieved by a violation of this bylaw shall contact the Needham Police Department, to initiate the grievance process, as outlined below.

Penalties Any contractor or homeowner found to be in violation of the above code will be required to apologize in person to at least half of all direct abutters to the worksite in question. He or she (the contractor or homeowner, not the subcontractors or workmen) will be required to write a brief letter of apology to the community as a whole, to be published in both the Needham Newspapers. It is the responsibility of the complainant to determine if the penalty requirements have been complied with.

Method for settling disputes: Disagreements about the applicability of these guidelines to specific situations will be mediated by a committee consisting of one elected townwide official , one community representative with no ties to the home construction business, and one representative of the development community, each to be appointed by the Selectmen for three-year

terms.

If these penalties are not abided by, as determined by the aforementioned committee, then a fine not to exceed $100 shall be levied, and shall be directed to fund Peer Mediation and Conflict Resolution projects in the Needham Public Schools. Subsequent violations may lead to loss of building permit, to be determined by the above committee.

A motion to amend was offered by Mr. Eric D. Leskowitz by striking sections entitled "Penalties" and "Method for Settling Disputes" and adding, as follows:

Method of Settling Disputes:
Disagreements about the applicability of these guidelines to specific situations will be referred to a committee for mediation. The committee shall consist of one elected townwide official, one community representative with no ties to the home construction business, and one representative of the development business, each to be appointed by the Selectmen for 3 year terms.

Penalties:
The first violation is punishable by a fine of $150. Second and subsequent violations will be punishable by a $300 fine, with each day in violation constituting a separate offence.

In lieu of seeking prosecution for a violation of this bylaw, the Committee may recommend that any party found to be in violation of this by-law make a donation of $100 to a conflict resolution program of the Needham Public Schools, and/or that any violator (the contractor or homeowner, not the subcontractor) apologize in person to at least half of all direct abutters to the worksite in question.;

And further by deleting after the words "Regulation of noise during construction and landscaping in residential districts" the words "Brief overview:... through "The following article is proposed, to see if the Town will adopt the following bylaw change:".

Mr. Leskowitz addressed his proposal stating that his neighborhood recently had several noisy building projects which prompted him to propose this noise by-law. He indicated that this by-law makes people to think, communicate, and respect others.

A motion to amend was offered by Mr. James Hugh Powers that the Town Counsel be able to properly number and insert this proposed by-law into the Town's General By-Laws.

A motion to refer the subject matter of Article 73 to the Board of Selectmen for further study was offered by Mr. Daniel P. Matthews. He expressed appreciation to Mr. Leskowitz for his work on the proposal, but indicated that the proposal needs technical review. He stated that the Board of Selectmen's plan would be to involve the business community.

Mr. Richard W. Gatto spoke in favor of this proposal. He stated that this issue is not isolated and that he has had many calls from constituents. Also speaking in favor of this proposal were Town Meeting Members Penny E. Gordon and Cynthia Conturie.

Mr. John P. Connelly, Chairman of the Permanent Public Building Committee, expressed concern that the schools are in residential areas and that most contractors start their day before 7 A.M. This could present a real problem.

As a general contractor, Town Meeting Member Ronald L. Morrison noted that there is a state law regarding hours of work. In an emergency, one can get a special permit from the local Police Department. He also noted that school work is union-related and the union hours are 7 A.M. to 3 P.M. He recommended that this article be referred back to the Board of Selectmen.

In response to Mr. Connelly's concern regarding the proposed work on schools, a further motion to amend was added to Mr. Eric D. Leskowitz' original motion to amend to add the following sentence to the section entitled **Projects not covered:** "Municipal projects, school renovations, and work on non-profit institutes is not covered."

Mr. Maurice P. Handel, member of the Planning Board, indicated that it is important to address these issues and recommended that the proposal be referred back to the Board of Selectmen for further study.

After a brief discussion, a motion to move the previous question was offered by Mr. Thomas M. Harkins. The motion was presented and carried by a two-thirds vote as declared by the Moderator.

Mr. Matthews motion to refer the subject matter of Article 73 to the Board of Selectmen for further study was presented and carried by majority vote as declared by the Moderator.

ARTICLE 74 PETITION GENERAL COURT - RETIREMENT LEGISLATION

To see if the Town will authorize the Board of Selectmen to petition the General Court as follows:

An Act Relative to the Reporting of Pension Contributions in the Town of Needham

SECTION 1.

Notwithstanding the provisions of any general or special law to the contrary, whenever the retirement board of the Town of Needham shall find it impossible or impracticable to consult an original record to determine the date of birth, length of service, amount of regular compensation or other pertinent fact with regard to any member, it may, subject to the approval of the actuary, use estimates thereof on any basis which in its judgement is fair and just. The board, upon discovery of any error in any record on the system, shall, as far as practicable, correct such record.

When an error exists in the records maintained by the system, or an error is made in computing a benefit, and as a result a member or beneficiary receives from the system more or less than the member or beneficiary would have been entitled to receive had the records been correct or had the error not been made, the records or error shall be corrected and as far as practicable, and future payments shall be adjusted so that the actuarial equivalent of the pension or benefit to which the member or beneficiary was correctly entitled

shall be paid. If it is determined that a member has contributed an incorrect amount to the retirement system, the member will be required to contribute an amount sufficient to correct such error or the board shall pay an amount to the member to correct such error, as the case may be.

At the request of a member or beneficiary who has been determined to have been paid amounts in excess of those to which he or she is entitled or at the request of a member who has been determined to owe funds to the retirement system, the board may waive repayment or recovery of such amounts provided that:

(i) the error in any benefit payment or amount contributed to the system persisted for a period in excess of one year; and
(ii) the error was not the result of erroneous information provided by the member or beneficiary; and
(iii) the member or beneficiary did not have knowledge of the error or did not have reason to believe that the benefit amount or contribution rate was in error.

SECTION 2. This act shall take effect on January 1, 2000 and shall apply to any demand previously made by the Needham Retirement Board for repayment of excess payments or amounts currently owed to the Needham Retirement System.

Or take any other action relative thereto.

Article 74 Explanation: To allow the Needham Retirement Board to propose home rule legislation which will allow the Needham Retirement Board the flexibility to waive repayment of funds owed to the retirement system because of an accounting error about which the retiree had no possible knowledge. The current retirement allowance will be adjusted to reflect the correct amount.

MOVED: That the Town vote to authorize the Board of Selectmen to petition the General Court as follows:

An Act Relative to the Reporting of Pension Contributions in the Town of Needham

SECTION 1.

Notwithstanding the provisions of any general or special law to the contrary, whenever the retirement board of the Town of Needham shall find it impossible or impracticable to consult an original record to determine the date of birth, length of service, amount of regular compensation or other pertinent fact with regard to any member, it may, subject to the approval of the actuary, use estimates thereof on any basis which in its judgement is fair and just. The board, upon discovery of any error in any record on the system, shall, as far as practicable, correct such record.

When an error exists in the records maintained by the system, or an error is made in computing a benefit, and as a result a member or beneficiary receives from the system more or less than the member or beneficiary would have been entitled to receive had the records been correct or had the error not been made, the records or error shall be corrected and as far as practicable, and future payments shall be adjusted so that the actuarial equivalent of the pension or benefit to which the member or beneficiary was correctly entitled shall be paid. If it is determined that a member has contributed an incorrect amount to the retirement system, the member will be required to contribute an amount sufficient to correct such error or the board shall pay an amount to the member to correct such error, as the case may be.

At the request of a member or beneficiary who has been determined to have been paid amounts in excess of those to which he or she is entitled or at the request of a member who has been determined to owe funds to the retirement system, the board may waive repayment or recovery of such amounts provided that:

(i) the error in any benefit payment or amount contributed to the system persisted for a period in excess of one year; and
(ii) the error was not the result of erroneous information provided by the member or beneficiary; and
(iii) the member or beneficiary did not have knowledge of the error or did not have reason to believe that the benefit amount or contribution rate was in error.

SECTION 2. This act shall take effect on January 1, 2000 and shall apply to any demand previously made by the Needham Retirement Board for repayment of excess payments or amounts currently owed to the Needham Retirement System.

Mr. Daniel P. Matthews, Chairman, addressed this proposal on behalf of the Board of Selectmen.

Mrs. Evelyn M. Poness, Treasurer and Chairman of the Needham Retirement Board, recommended adoption of this proposal.

ACTION: The main motion was presented and carried unanimously by voice vote.

ARTICLE 75: PETITION GENERAL COURT: AN ACT AUTHORIZING THE TOWN OF NEEDHAM TO ESTABLISH A SPECIAL FUND FOR THE PAYMENT OF COSTS RELATIVE TO SCHOOL RENOVATION PROJECTS

To see if the Town will authorize the Board of Selectmen to petition the General Court as follows:

Section 1. Notwithstanding the provisions of Section 53 of chapter 44 of the General Laws or any other general or special law to the contrary, the town of Needham Board of Selectmen may establish a special fund in the town treasury into which shall be deposited income derived from the investment of the proceeds of all notes and bonds issued for school building projects outlined in the town's facilities' master plan study dated September 27, 1999 and funded through a Proposition 2 ½ debt exclusion for the renovation, reconstruction, construction and original equipping of said town's school buildings. The town treasurer shall be the custodian of said monies and shall make an accounting of the funds to the Board of Selectmen. All amounts in said special fund shall be applied solely

to the payment of capital costs for school building projects referenced herein upon authorization by the Town Treasurer.

Section 2. If, upon declaration of the town department or committee responsible for oversight of a project referenced herein that the project is completed, there remains a balance in the special fund attributable to that project, that balance shall be transferred to the general fund of the town.

Section 3. This act shall take effect upon its passage.

Or take any other action relative thereto.

Article 75 Explanation: The issuance of debt for the financing of capital projects outlined in the Town's facilities' master plan study dated September 27, 1999 could generate significant amounts of bond proceeds which, when invested, could result in significant investment income. Under Massachusetts General Laws, investment income resulting from the investment of bond proceeds is recorded as revenue of the Town's general fund. This petition of the Legislature, modeled on an act passed for the Town of Arlington, seeks authority to segregate investment income resulting from the investment of bond proceeds for projects reflected in the Master Plan and funded through a Proposition 2 ½ debt exclusion. Segregation of this income will insure that it is applied solely to defray the cost of these capital projects. This will reduce the property tax impact of these projects and protect against the use of this non-recurring revenue for on-going operating budget costs.

MOVED: That the Town vote to authorize the Board of Selectmen to petition the General Court as follows:

Section 1. Notwithstanding the provisions of Section 53 of chapter 44 of the General Laws or any other general or special law to the contrary, the town of Needham Board of Selectmen may establish a special fund in the town treasury into which shall be deposited income derived from the investment of the proceeds of all notes and bonds issued for school building projects outlined in the town's facilities' master plan study dated September 27, 1999 and funded through a Proposition 2 ½ debt exclusion for the renovation, reconstruction, construction and original equipping of said town's school buildings. The town treasurer shall be the custodian of said monies and shall make an accounting of the funds to the Board of Selectmen. All amounts in said special fund shall be applied solely to the payment of capital costs for school building projects referenced herein upon authorization by the Town Treasurer.

Section 2. If, upon declaration of the town department or committee responsible for oversight of a project referenced herein that the project is completed, there remains a balance in the special fund attributable to that project, that balance shall be transferred to the general fund of the town.

Section 3. This act shall take effect upon its passage.

Mr. John H. Cogswell, Selectman, addressed this proposal on behalf of the Board of Selectmen.

A motion to amend was offered by Mr. Paul G. Smith, Jr. by deleting the last sentence of Section 1. in its entirety and inserting in place thereof the following sentence: "Except as allowed for in Section 2, any amount in said special fund shall be applied solely to the payment of capital costs for the school building project that the money was borrowed for and no amount shall be spent on such project in excess of the amount appropriated without an additional appropriation by town meeting and upon authorization by the Town Treasurer."

Mr. Smith, member, explained that the Finance Committee concurs with Mr. Cogswell and wants the projects to proceed, but the Committee also wanted to make sure that the town didn't spend more money than was voted. The Finance Committee wanted to make sure that the interest earned on the Broadmeadow and Eliot school projects were not spent on other projects. The Finance Committee recommends adoption of the amended article.

A motion to amend was offered by Mr. Steven Rosenstock to strike the word "school" in the several sections of the article to allow this proposal for all town buildings. In response to a point of order from Mr. James Hugh Powers, the Moderator announced that this motion to amend goes beyond the four corners of the article and is out of order.

After a brief discussion, a motion to move the previous question on the main motion and the motion to amend was offered by Mr. John F. Milligan. The motion was presented and carried unanimously by voice vote.

Mr. Smith's motion to amend was presented and carried unanimously by voice vote.

ACTION: The main motion, as amended, was presented and carried unanimously by voice vote.

VOTED: That the Town vote to authorize the Board of Selectmen to petition the General Court as follows:

Section 1. Notwithstanding the provisions of Section 53 of chapter 44 of the General Laws or any other general or special law to the contrary, the town of Needham Board of Selectmen may establish a special fund in the town treasury into which shall be deposited income derived from the investment of the proceeds of all notes and bonds issued for school building projects outlined in the town's facilities' master plan study dated September 27, 1999 and funded through a Proposition 2 ½ debt exclusion for the renovation, reconstruction, construction and original equipping of said town's school buildings. The town treasurer shall be the custodian of said monies and shall make an accounting of the funds to the Board of Selectmen. Except as allowed for in Section 2; any amount in said special fund shall be applied solely to the payment of capital costs for the school building project that the money was borrowed for and no amount shall be spent on such project in excess of the amount appropriated without an additional appropriation by town meeting and upon authorization by the Town Treasurer.

Section 2. If, upon declaration of the town department or committee responsible for oversight of a project referenced herein that the project is completed, there remains a balance in the special fund attributable to that project, that balance shall be transferred to the general fund of the town.

Section 3. This act shall take effect upon its passage.

ARTICLE 76: was unanimously adopted on May 1, 2000.

ARTICLE 77: was unanimously adopted on May 1, 2000.

ARTICLE 78: CONTINUE SOLID WASTE DISPOSAL/RECYCLING ADVISORY COMMITTEE

To see if the Town will vote to continue the Solid Waste Disposal/Recycling Advisory Committee, established by vote of the 1966 Annual Town Meeting under Article 73 and amended under Article 40 of the 1993 Annual Town Meeting, direct and authorize said Committee to continue to investigate all methods of collection and disposal of solid waste, said Committee to report to the next Annual Town Meeting or sooner; or take any other action relative thereto.

MOVED: That the Town vote to continue the Solid Waste Disposal/Recycling Advisory Committee, established by vote of the 1966 Annual Town Meeting under Article 73 and amended under Article 40 of the 1993 Annual Town Meeting, direct and authorize said Committee to continue to investigate all methods of collection and disposal of solid waste, said Committee to report to the next Annual Town Meeting or sooner.

Mr. Gerald A. Wasserman, Selectman, recommended adoption of this proposal on behalf of the Board of Selectmen.

Mr. John A. Bulian, Chairman of the Solid Waste Disposal/Recycling Advisory Committee, advised that this committee dealt with many issues that affect the lives of Needham residents. He stated that this committee sent our a survey which resulted in a request for a change in the hours of operation at the R.T.S. Beginning in June there will be a trial period through August to extend the hours on Wednesdays.

A motion to refer the subject matter of Article 78 to the Board of Selectmen was offered by Mr. Theodore Weiner.

Mr. Gerald A. Wasserman, Selectman, stated that the Board of Selectmen feel that this is an appropriate Town Meeting Committee and oppose the amendment to refer.

Mr. Weiner's motion to refer was presented, but it failed unanimously by voice vote.

ACTION: The main motion was presented and carried unanimously by voice vote.

ARTICLE 79: CONTINUE THE NEEDHAM GOVERNMENTAL REVIEW STUDY COMMITTEE

To see if the Town will continue the Needham Governmental Review Study Committee, established by vote of the 1997 Annual Town Meeting, under Article 71, said Committee shall report back to the next Annual Town Meeting or sooner, or take any other action relative thereto.

MOVED: That the Town vote to continue the Needham Governmental Review Study Committee, established by vote of the 1997 Annual Town Meeting, under Article 71, said Committee shall report back to the next Annual Town Meeting or sooner.

Mrs. Colleen F. Schaller, Selectman, recommended the continuation of this committee on behalf of the Board of Selectmen.

Mr. William M. Miles, member, advised that the report sent to Town Meeting summarized what the committee has accomplished and where it hopes to go. There has been no money spent on consultants. The members of the Needham Governmental Review Study Committee have been educating themselves and attending meetings in other towns in groups. The primary focus is on the executive branch. Mr. Miles urged support of this committee.

ACTION: The main motion was presented and carried unanimously by voice vote.

ARTICLE 80 was withdrawn on May 1, 2000.

ARTICLE 81: OMNIBUS ARTICLE

To see if the Town will vote to raise by taxation, transfer from available funds, by borrowing or otherwise, such sums as may be necessary for all or any of the purposes mentioned in the foregoing articles, especially to act upon all appropriations asked for or proposed by the Selectmen, or any Town Officer or Committee, to appoint such committees as may be decided upon and to take action upon matters which may properly come before the meeting; or take any other action relative thereto.

MOVED: Under Article 81, the following motion to amend Article 24 was offered by Mr. Ford H. Peckham:

That the Fiscal Year 2001 Operating Budget adopted under Article 24 of this Annual Town Meeting be amended as follows:

Line Item	Department	Changing From	Changing To
211	Reserve Fund	$ 780,554	$ 736,056
506	MBMB, Salaries	1,950,523	1,995,021

Mr. Peckham, member of the Finance Committee, explained that this amendment is to adjust the salary line item for the custodial and maintenance workers approved under Article 13.

ACTION: Mr. Peckham's motion to amend was presented and carried unanimously by voice vote.

VOTED: that the Town vote to raise and appropriate for the necessary Town expenses and charges as follows:

TOWNWIDE EXPENSES:

010. Street lighting	$370,000.
011. Garbage collection	97,000.
012. Insurance, general	283,000.

013. Health insurance	4,975,285.
014. Worker's compensation	385,000.
015. Prop. self insurance (Ch.40,s13)	20,000.
016. Unemployment compensation	35.000.
017. Maturing bonds	1,751,125.
018. Interest	411,563.
019. Contributory retirement	2,754,000.
020. Chapter 32 retirement	145,200.
021. Minuteman Voc. Assessment	495,000.
022. MBTA Commuter Parking	107,500
023. Glover Hosp. Accrued Liab.	70,000
TOTAL: TOWN WIDE EXP.	**11,899,673.**

GENERAL GOVERNMENT

BOARD OF SELECTMEN:	
101. Salaries	$348,672.
102. Merit Pay	$14,500.
103. Purchase of Service	144,923.
104. Expenses	20,380.
105. Capital Outlay	0.
TOTAL	528.475.
TOWN CLERK/BOARD OF REGISTRARS	
106. Salaries	164,712.
107. Purchase of service	24,000.
108. Expenses	5,200.
109. Capital Outlay	0.
110. Tellers/Canvassers/Details	21,450.
TOTAL	215,362.
LEGAL:	
111. Salaries	54,715.
112. Special Fees	150,000.
113. Expenses	5,000
TOTAL	209,715.
PERSONNEL BOARD:	
114. Salaries	1,866.
115. Purchase of Service	10,000.
116. Merit Bonus	4,000.
TOTAL	15,866.
TOTAL: GENERAL GOVERNMENT	**969,418**

FINANCE

ASSESSORS:	
201. Salaries	251,678.
202. Purchase of service	31,500.
203. Expenses	12,000.
204. Capital Outlay	1,600.
TOTAL	296,778.
FINANCE DEPARTMENT:	
205. Salaries	793,888.
(Raised by transfer of $6,200. from the Parking Meter Fund and the balance of $787,688. from the current tax levy)	
206. Purchase of Service	309,741.
207. Expenses	100,845.
(Raised by transfer of $3,000. from the Parking Meter Fund and the balance of $97,845. from the current tax levy)	
208. Capital Outlay	54,360.
TOTAL	1,258,834.
FINANCE COMMITTEE:	
209. Salaries	25,483.
209A. Purchase of Service	500.
210. Expenses	500.
211. Reserve Fund	736,056
(Raised by transfer of $625,000 from the Overlay Surplus and the balance of $111,056. from the current tax levy)	
TOTAL	762,539.
TOTAL: FINANCE	**2,318,151.**
EDUCATION:	
SCHOOL DEPARTMENT:	
301. Salaries	25,226,640.
302. Purchase of Service	2,982,535.
303. Expenses	1,032,717.
304. Capital Outlay	155,826.
TOTAL: EDUCATION	**29,397,718.**

PUBLIC SAFETY

POLICE:	
401. Total Salaries	3,477,627.
(Raised by transfer of $20,000. from the Parking Meter Fund and the balance of $3,457,627. from the current tax levy)	
402. Purchase of Service	59,492.
403. Expenses	125,082.
404. Capital Outlay	118,195.
TOTAL	3,780,396.
FIRE:	
405. Total Salaries	4,350,023.
406. Purchase of service	97,400.
407. Expenses	147,750.
408. Capital Outlay	0.
TOTAL	4,595,173.
BUILDING:	
409. Salaries	286,947.
410. Purchase of service	1,650.
411. Expenses	6,107.
412. Capital Outlay	0.
TOTAL	294,704.
TOTAL: PUBLIC SAFETY	**8,670,273.**

PUBLIC FACILITIES

PUBLIC WORKS:	
501. Salaries	2,209,282.
(Raised by transfer of $25,800. from the Parking Meter Fund and the balance of $2,183,482. from the current tax levy)	

502. Purchase of Service	454,281.
503. Expenses	272,050.
504. Capital Outlay	0.
505. Snow & Ice	150,000.
TOTAL	3,085,613.

BUILDING MAINTENANCE:

506. Salaries	1,995,021.
507. Purchase of Service	1,326,088.
508. Expenses	298,235.
509. Capital Outlay	28,950.
TOTAL	3,648,294.

PERMANENT PUBLIC BUILDING COMMITTEE:

510. Salaries	75,554.
511. Purchase of Service	1,500.
512. Capital outlay	2,800.
TOTAL	79,854.

TOTAL: PUBLIC FACILITIES **6,813,761.**

HUMAN SERVICES

BOARD OF HEALTH:

601. Salaries	251,929.
602. Purchase of service	73,991.
603. Expenses	9,050.
604. Capital Outlay	0.
TOTAL	334,970.

VETERANS' SERVICES:

605. Salaries	45,405.
606 . Purchase of Service	300.
607. Expenses	3,500.
607A. Benefits	30,000.
TOTAL	79,205.

YOUTH COMMISSION:

608. Salaries	160,340.
609. Purchase of Service	2,800.
610. Expenses	1,990.
611. Capital Outlay	2,100.
TOTAL	167,230.

COUNCIL ON AGING:

612. Salaries	190,209.
613. Purchase of Service	3,305.
614. Expenses	4,575.
615. Capital Outlay	0.
TOTAL	198,089.

COMMISSION ON DISABILITIES:

616. Expenses	513
TOTAL	513

TOTAL: HUMAN SERVICES **$780,007.**

DEVELOPMENT

PLANNING BOARD:

701. Salaries	114,095.
702. Purchase of Service	10,160.
703. Expenses	1,150.
704. Capital Outlay	0.
TOTAL	125,405.

CONSERVATION COMMISSION:

705. Salaries	23,443.
706. Purchase of Service	3,569.
707. Expenses	1,488.
708. Capital Outlay	0.
TOTAL	28,500.

BOARD OF APPEALS:

709. Salaries	6,094.
710. Purchase of Service	3,090.
711. Expenses	270.
TOTAL	9,454.

HISTORICAL COMMISSION:

712. Expenses	513
TOTAL	513

TOTAL: DEVELOPMENT **163,872.**

CULTURAL AND LEISURE SERVICES

LIBRARY:

801. Salaries	710,857.
802. Purchase of Service	40,967.
803. Books & Periodicals	143,502.
804. Expenses	12,431.
805. Capital Outlay	0.
TOTAL	907,757.

PARK & RECREATION:

806. Salaries	330,331.
807. Purchase of Service	46,278.
808. Expenses	24,347.
809. Capital Outlay	12,000.
TOTAL	412,956.

MEMORIAL PARK:

811. Expenses	500.
812. Capital Outlay	0.
Total	500

TOTAL: CULTURAL & LEISURE SERVICES **1,321,213**

GRAND TOTAL:
DEPARTMENT BUDGETS **62,334,086**

MOVED: Under Article 81, the following Resolution was offered by Mr. Daniel P. Matthews:

RESOLUTION

That this Town Meeting commends the efforts of Needham's Representative to the Minuteman Regional Vocational/Technical School to reduce per-pupil assessment charges to member communities and to achieve educationally and fiscally sound resolution of Minuteman's present difficulties.

Mr. Daniel P. Matthews, Chairman, Board of Selectmen, advised that the purpose of this Resolution is to commend Needham's representative to Minuteman Regional Vocational/Technical School, Jeffrey Stulin.

Mr. Jeffrey Stulin, Representative to Minuteman School, stated that he was appointed in November, 1997 as Needham's Representative. At that time, the school meetings were chaotic and the assessment was too high. However, the school itself is a success story. It is a valuable resource. The education is sound and the school is fiscally responsible. A major concern was that the school enrolled in the Choice Program and the Choice tuition is only $5,000 which increased each town's assessment. The goal of the school is to eliminate the Choice Program over the next several years. However, if enrollment declines, the school may have to be dismantled.

Mr. Matthews stated that Mr. Stulin is the Chairman of the Minuteman School Committee and he will be asking towns for supports.

ACTION: The Resolution was presented and carried by majority vote.

MOVED: Under Article 81, the following motion was offered by Mr. Theodore Weiner:

To establish a study committee to find ways of encouraging more resident participation in Town Government and ways of communicating to the public the workings and results of the Committees and Boards of the Town; and to ask the Moderator to appoint a Study Committee made up of one (1) representative of the Board of Selectmen, one (1) representative of the School Committee, one (1) elected Town Meeting Member, and two (2) Registered Voters, not members of Town Meeting to study (1) ways to encourage more residents of Needham to become involved with Town Government and (2) ways of communicating to the pubic the workings and results of the Committees and Boards of the Town.

Mr. Daniel P. Matthews, Chairman of the Board of Selectmen, indicated that the Board does not agree with this motion. There are many sparsely attended meetings already, sometimes due to members too busy attending other committee meetings.

ACTION: The motion was presented, but it failed to pass by voice vote.

MOVED: Under Article 81, the following Resolution was offered by Mr. Steven Rosenstock:

RESOLUTION

That all future warrant committees be required to include in the explanation of any article appropriating or adjusting an Enterprise Fund budget, for any period of time, the balance of the retained earnings for the Enterprise Fund, as most recently certified by the Department of Revenue.

Mr. Daniel P. Matthews, Chairman, stated that the Board of Selectmen has no objection to the Resolution.

ACTION: The Resolution was presented and carried unanimously by voice vote.

At this time the Moderator expressed his thanks and appreciation to the Finance Committee and two members whose terms have ended - Mssrs. Ford H. Peckham and Paul G. Smith, Jr. He also expressed his appreciation to the following individuals and committees who worked diligently to ensure the smooth and efficient running of this Town Meeting: Tom Grimes, Newman Senior Custodian, Steve Tedeschi for his audio and visual assistance, Joshua Eilberg and staff from MediaOne, as well as the Board of Selectmen, Finance Committee and Personnel Board.

MOVED: Under Article 81, the following Resolution was offered by Mr. Daniel P. Matthews:

2000 Annual Town Meeting

RESOLUTION

Whereas: Eugene S. McMorrow was born and raised in Boston. He settled in Needham with his wife Patricia in 1957 and raised five sons: Terence, Brian, Stephen, Kevin, and Barry and one daughter, Kathleen; and

Whereas: Eugene McMorrow devoted his time and energy to the Town of Needham volunteering for sports programs and civic affairs; and

Whereas: Eugene McMorrow served on and chaired the Town's Finance Committee, was a Town Meeting Member for thirty years and a Trustee of the Glover Memorial Hospital; and

Whereas: Eugene McMorrow retired as Vice President of the Commercial Union Insurance Company in the early 1990's and turned to helping others as a volunteer, delivering Meals on Wheels in Needham and working at the Pine Street Inn in Boston; and

Whereas: Eugene McMorrow was dedicated to his family, his neighbors and his Community and will long be remembered by the citizens of Needham.

NOW, THEREFORE, BE IT RESOLVED by this body that this 2000 Annual Town Meeting be dissolved in honor of the many civic and community contributions of Eugene S. McMorrow.

ACTION: At 11:31 P.M. the Resolution was presented and carried unanimously by voice vote.

Theodora K. Eaton, CMC/AAE/CMMC
Town Clerk

a true copy
ATTEST: